

THE JOURNAL OF  
**ELECTRICAL  
WORKERS  
AND OPERATORS**



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## RECORDING • THE • ELECTRICAL • ERA



# N EVERY JOB



THERE'S A LAUGH OR TWO

1946

Terrific tempests abated their force,  
The fiercest whirlwinds are blowing no more;  
All evil vanished, crushed at its source,  
And tyrants destroyed to even the score.

A rainbow, visible on clearing skies,  
With multi-colored letters proclaims:  
"The storm is over, the sun will rise,  
To brighten a world no longer in flames!"

"If man will learn to curb his greed,  
Avoid return of painful past,  
His youth, at prime, no longer will bleed,  
That flood of strife will be his last!"

May faith and fairness freely mix,  
And gladden the year o' forty-six!

A Bit o' Luck,  
ABE GLICK, L. U. No. 3.

\* \* \*

## AN ELECTRICIAN'S LANE OF MEMORY

It's good to have lived in an age like this,  
From the days of the wooden cleats,  
When tiny gas lights flickered where  
We now have brilliantly lighted streets.

Then came the whistle and button days,  
When we tramped along the dusty street,  
Loaded with a tool bag and ladder, too,  
On those tired and weary feet.

We hunted boards for the entrance box,  
And lined it with asbestos, too,  
Then mounted a porcelain switch inside,  
For that was the code we knew.

No conduit for the service then,  
Just tubes through the outside wall;  
The neutral wasn't identified,  
We drove no ground at all.

And, then, the rigid conduit came,  
That's where our troubles began;  
The pipe-fitters claimed this as their work,  
But for this we wouldn't stand.

A lot of water has gone under the bridge  
Since those days of long ago,  
But it's great to have been a part  
Of this progress that we all know.

We cannot see the future  
Of this stuff we've known as juice,  
For it's only in its infancy  
And we won't live to know its full use.

But, while we're here, let's do our part,  
Be the master of every tool;  
None of us can know it all,  
For we'll always be in school.

We were just a bunch of narrow-backs  
When this era of electronics began,  
But now, my worthy Brother,  
You're classed as a professional man.

GEORGE BURK,  
L. U. No. 857.

## IN CEDAR RAPIDS

An immigrant family arriving in this country was met at the pier by relatives. The relatives were horrified to find that the family had brought along numerous pet rabbits.

When the family started West, the relatives insisted that the rabbits should be abandoned. The family was assured that they would find plenty of rabbits out West, and besides, the minute the rabbits were discovered on the train, they all would be put off. This advice was to no avail. Things went well till they got out where the corn grows tall.

Pulling into the yards of Cedar Rapids, the head of the family was asleep. The trainman opened the coach door and shouted: "C-DAR RAPIDS, C-DAR RAPIDS. All off! Don't forget your packages."

The lady punched her husband in the ribs, crying said: "J'on, O, J'on, wake up, we got to get off, they see-der-rabbits."

FRANK METZGER,  
L. U. No. 602.



-AND AGAIN I SAY GENTLEMEN, WE MUST NOT OVERLOOK THE FUTURE POSSIBILITIES WITH SUCH AN ARRANGEMENT.

ROBERT B. GRIFFITH,  
L. U. No. 1366.

Brothers, our stock of jokes and poems is getting low, so how about starting the New Year right by sending in a laugh or two for the many Brothers who read this page.

Here is a poem of sentiment and romance written by one of our members while on duty with the U. S. Army. He has since been discharged.

## A SOLDIER ON GUARD DUTY

As a vision appeared near a star,  
The wind whispered, "How lovely you are!"  
And I agreed, for only I knew  
The vision above was my sweet you,  
The man in the moon then winked his eye.  
For he, too, saw you, as well as I.  
An angel then came upon the scene,  
Wondering what this vision could mean.  
Right beside me she quietly flew,  
I told her then of my love for you.  
She said that only a love so grand,  
Could put this vision at my command.  
I told her that, though we're far apart,  
You are always near—within my heart.  
That in my dreams you appear above,  
Smiling a smile that returns my love.  
There in the heavens your face I see,  
Making the stars all jealous of me,  
For all of them know that I possess  
The one thing I need for happiness.  
Then the angel said, in words divine,  
"Continue this love you so define,  
Make it your life and always be true,  
For the love you've found, God gives to few,  
Never let foolishness intervene,  
Never let another come between."  
Then she nodded and away she flew,  
Leaving me with the vision of you.  
I smiled and said, "I love you, my dear.  
I will forever, never you fear!"  
And gently then you floated away,  
As you were leaving I heard you say—  
"I love you darling, as you love me,  
I'll always be here, just look for me."

RAYMOND A. CORAGGIO,  
L. U. No. 1035.

## POOR FELLOW!

If the business agent writes a letter,  
It's too long;  
If he sends a postal,  
It's too short;  
If he doesn't send a notice,  
He is lazy;  
If he attends a committee meeting,  
He is butting in;  
If he stays away,  
He is a shirker;  
If he tries to collect dues from members,  
He is insulting;  
If he fails to collect the dues,  
He is slipping;  
If he asks for advice,  
He is incompetent;  
If he does not,  
He is bullheaded;  
If he writes his reports complete,  
They are too long;  
If he condenses them,  
They are incomplete;  
If he talks on a subject,  
He is trying to run things;  
If he remains quiet,  
He has lost interest in the organization;  
If he is caught at the hall,  
Why doesn't he get out?  
If he can't be found,  
Why doesn't he come around sometime?  
He can't win!

J. W. GOODWIN,  
L. U. No. 835.

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• This Journal will not be held responsible for views expressed by correspondents. The first of each month is the closing date; all copy must be in our hands on or before.

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## Magazine

### CHAT

A quiet look-around at ourselves—that is what the ELECTRICAL WORKERS' JOURNAL has in mind in the notable series of four articles entitled "The Labor Movement in America." This starts the New Year right. Written by an attentive student of the movement, they will inform and interest.

Here is an outline of the four articles:

#### I. The Labor Movement in America

Definition of labor movement; necessity for it, etc.  
Background for labor movement—guild system in England  
The worker in colonial America  
Beginning of the labor movement in America

#### II. Growth of the Labor Movement

Aims and hardships of first trade unionists  
Civil War and effect on industry  
The National Labor Union  
The Knights of Labor  
The Haymarket Riot and decline of Knights of Labor  
Birth of the American Federation of Labor

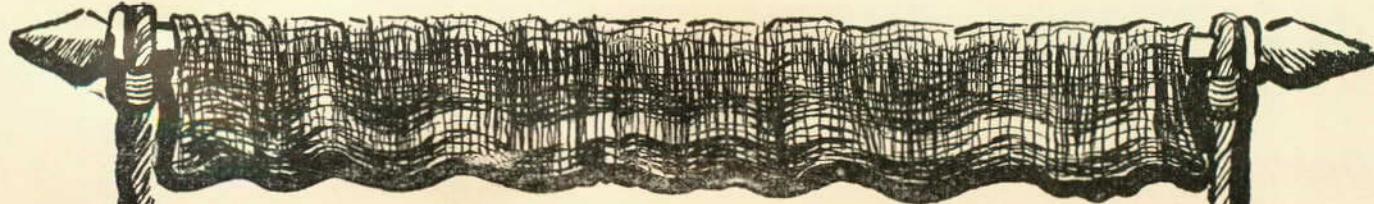
#### III. Labor Movement in Our Time (1890 - 1932)

A. F. of L. expands and grows strong  
Defeats and victories at beginning of century  
Structure and policy of A. F. of L.  
American Labor and World War I  
Postwar period and the depression

#### IV. Labor Movement in Our Time (1932 —)

The New Deal  
Labor laws  
Split of labor movement  
The unions grow  
American labor and World War II.

Our cover photo this month is by courtesy of the Federal Security Administration.

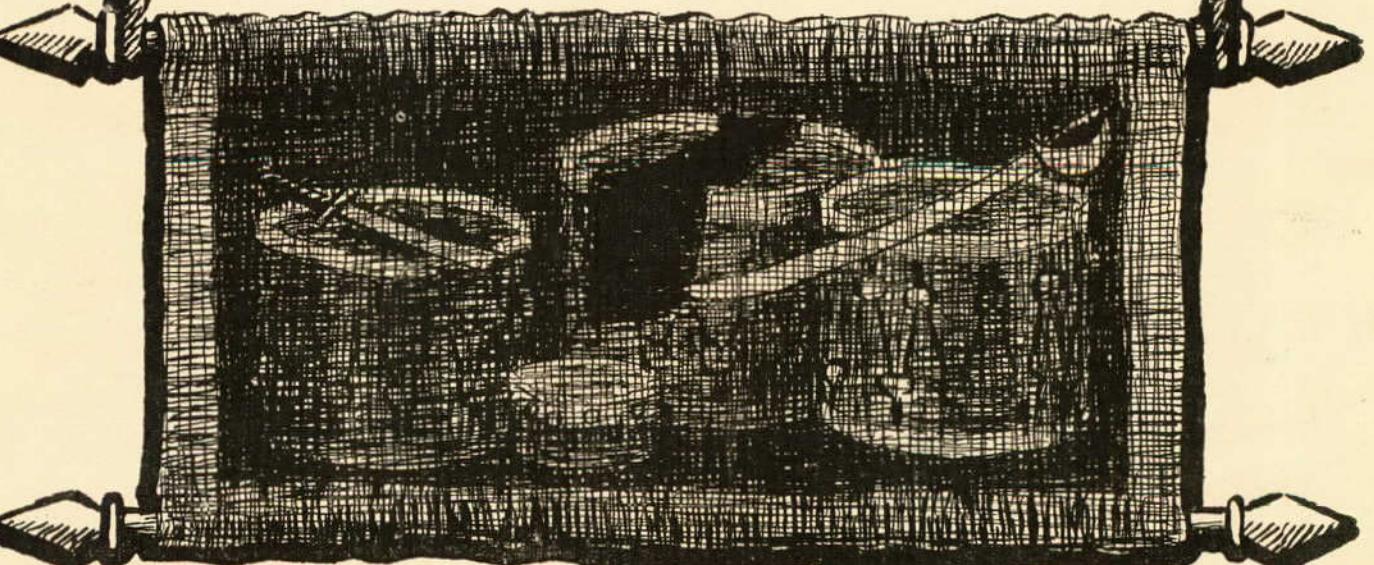


## WAR DRUMS

BY JAMES H. WALLACE, L. U. No. 77



The drums of war, whose maddening beat  
Changes staid gardeners to staunch crusaders,  
Weave lurid crimson and scarlet threads through  
The tapestry of life.  
And so, victory drums with gay hysterical shuttling  
add bright golden and silver lines to shine  
as war's phantom wages.  
And so, too, the muffled drums for those  
who will not march again fill in,  
for victor and vanquished alike, the dull blacks  
and greys . . . the background of strife!  
So . . . mark you! humiliation . . . that beater  
of the tom-toms of cancerous hate . . . may add  
Jealous greens and disturbing browns to rule  
The tapestry when the silver ages!



WALLACE



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NO. 1

## How Employers and Workers COOPERATE

THE inadequate and indifferent success of the national conference on industrial relations held in November has stimulated widespread interest throughout the United States in more successful plans. Among these is the Council on Industrial Relations for the Electrical Construction Industry. This council was founded in 1921 and is a going concern. During the conference, many inquiries were made at the International Office of the International Brotherhood of Electrical Workers by union people and by employers. *The Magazine Digest*, a general magazine with a circulation said to be about 3,000,000, will carry an extensive article on the council in February or March.

### Successful Cooperation

The Council on Industrial Relations is sponsored by the National Electrical Contractors Association and the International Brotherhood of Electrical Workers. Some of the reasons for the success of the council over a period of more than a quarter of a century are analyzed by its friends:

1. The council was established as a result of earnest conviction on the part of both the union and the trade association that there was a better way of settling disputes than by strikes. The will to conference in the case of industrial relations is not only *sine qua non* but serves as the very life of such enterprise. This is not a namby-pamby attitude and until the proper attitude of mind has been reached by the principal participants, no collective bargaining arrangement can become a success.

Contrary to the view of many people, the machinery of conference is not enough. It must be informed by conviction and resolve, much to the surprise of students who are searching the archives of the council and studying the history not only of its development but the development of the period of which it came. Experts in the field have set as a stipulation for success just such an attitude of mind. Frederick Taylor, author of so-called "scientific management," in a series of proposals which for a time at least had the hostility of organized labor, told a Congressional committee that every arrangement between management and workers on a cooperative basis must be preceded by this new attitude toward relationship. Frederick Taylor said:

### Attitude of Mind

"Now, in its essence, scientific management involves a complete mental revolution

27 years' experience with Council of Industrial Relations in electrical field points way

tion on the part of the workingman engaged in any particular establishment or industry—a complete mental revolution on the part of these men as to their duties toward their work, toward their fellow men, and toward their employers. And it involves the equally complete mental revolution on the part of those on the management's side—the foremen, the superintendent, the owner of the business, the board of directors—a complete mental revolution on their part as to their duties toward their fellow workers in the management, toward their workmen, and toward all of their daily problems. And without this complete mental revolution on both sides scientific management does not exist.

"The substitution of this new outlook—this new viewpoint—is of the very essence of scientific management, and scientific management exists nowhere until after this has become the central idea of both sides; until this new idea of cooperation and peace has been substituted for the old idea of discord and war."

### Part Research Plays

2. Both participants must have just as strong conviction about the machinery of the arrangement. In the case of the Council on Industrial Relations, there is yet the utmost faith in research information, correct facts and careful analysis on the part of the council before decisions are reached. In effect, this method is similar to the fact-finding boards that are now being agitated in the United States. In some instances, the council sends competent people into a district to investigate at first hand the facts of the dispute. Every disputant is required to submit to the council a written report employing facts, economics, and other conditions affecting the case as a condition to their personal appearance before it.

The Council on Industrial Relations reaches no decisions without a thorough scanning and discussion of these briefs and then every decision made by the council must be unanimous. This rule alone indicates the confidence the council has in research information.

3. The council endows the conference method with a good deal of importance. A thoroughgoing, free-for-all round table discussion of each case after all the evidence is in is the condition for every case before a decision is made.

4. Because its case is removed from the local level where the whole problem of conflict is present, to the national level where calm consideration can be given to all sides of the problem, the council finds another reason for its success. The local problem is viewed in the light of national interest. The guiding principle here is, what is good for the industry as a whole? National officials charged with the operation of the industry on a national scale discuss and make the decisions.

5. Finally, the decisions made in the light of these arrangements are enforced by the disputants themselves. They agree in advance in writing when they bring a case to the council on a voluntary basis that they will abide by the award, and in 27 years of the council's experience no decision has ever been violated.

### Council Policy

In the course of its deliberations the council, finding complex problems involving disputes, has by the nature of its task developed certain well-defined policies. These policies have their effect upon the general course of the development of the electrical construction industry in about the same way as the Supreme Court decisions have on the course of legality in the United States.

The council has promulgated the following declaration of principles:

### Preamble

The vital interests of the public, and of employee and employer in industry are inseparably bound together. All will benefit by a continuous peaceful operation of the industrial process and the devotion of the means of production to the common good.

### Principles

- (1) The facilities of the electrical industry for service to the public, will be developed and enhanced by recognition that the overlapping of the functions of the various groups in the industry is wasteful and should be eliminated.
- (2) Close contact and mutually sympathetic interest between employee and employer will develop a better working system and will tend constantly to stimulate production while improving the relationship between employer and the community.
- (3) Strikes and lockouts are detrimental to the interests alike of employee and employer and the public and should be avoided.



U. S. Supreme Court, Washington, D. C.

- (4) Agreements or understandings which are designed to obstruct directly or indirectly the free development of trade, or to secure to special groups special privileges and advantages are subversive of the public interest and cancel the doctrine of equality of rights and opportunity, and should be condemned.
- (5) The public interest is conserved, hazard to life and property is reduced, and standards of work are improved by fixing an adequate minimum of qualifications in knowledge and experience as requirement precedent to the right of an individual to engage in the electrical construction industry, and by the rigid inspection of electrical work, old and new.
- (6) Public welfare, as well as the interests of the trade demands that electrical work be done by the electrical industry.
- (7) Cooperation between employee and employer acquires constructive power, as both employees and employers become more completely organized.
- (8) The right of employees and employers in local groups to establish local wage scales and local working rules is recognized and nothing herein is to be construed as infringing that right.

#### Precepts of Present-Day Interest

During its development the council has also developed certain precedents for its guidance that certainly have present-day interest.

The council has adopted the following precepts for its own guidance when acting as conciliator in disputes:

- (1) The council views with disfavor sudden changes in wages, as unfair to employers on account of contract commitments. The council likewise, and for the same reason, discourages retroactive wage advances, unless requested by both disputants. The council reserves the right, however, to render decisions making sudden changes, or retroactive changes, or
- both, if in special cases the facts appear to warrant such action.
- (2) Industrial enterprise as a source of livelihood for both employer and employee, should be so conducted that due consideration is given to the situation of all persons dependent upon it.
- (3) The public interest, the welfare and prosperity of the employer and employee, require adjustment of industrial relations by peaceful methods.
- (4) Regularity and continuity of employment should be sought to the fullest extent possible and should constitute a responsibility resting alike upon employers, wage earners, and the public.
- (5) The right of workers to organize is as clearly recognized as that of any other element or part of the community.
- (6) Industrial harmony and prosperity will be most effectually promoted by adequate representation of the parties in interest. Existing forms of representation should be carefully studied and availed of insofar as they may be found to have merit and are adaptable to the peculiar conditions of the electrical industry.
- (7) Whenever agreements are made with respect to industrial relations they should be faithfully observed.
- (8) Such agreements should contain provision for prompt and final interpretation in the event of controversy regarding meaning or application.
- (9) Wages should be adjusted with due regard to purchasing power of the wage and to the right of every man to an opportunity to earn a living, and accumulate a competence; to reasonable hours of work and working conditions; to a decent home, and to the enjoyment of proper social conditions, in order to improve the general standard of citizenship.
- (10) Efficient production in conjunction with adequate wages is essential to successful industry. Arbitrary re-

striction of output below reasonable standards is harmful to the interest of wage earners, employers and the public and should not be permitted. Industry, efficiency and initiative whenever found, should be encouraged and adequately rewarded, while indolence and indifference should be condemned.

- (11) Continuing agreements are recommended, provided they contain provisions for settling disputes, and for composing differences arising from controversial subjects, by reference to disinterested and competent judges.

In the course of its history of 27 years, the Council on Industrial Relations has promulgated only 45 decisions. These, because of the method used and the justice developed, had a marked effect upon the industry. The council found that during the war years, that is, since 1940, disputes were infrequent and that they were generally taken to governmental agencies such as the War Labor Board and the Stabilization Board. The personnel of the council is intact and it is ready to function.

In a set-up such as obtains in the electrical construction industry, strikes tend to wither away. The position of the founders of the council was, that strikes were a loss both to employers and to labor. The right to strike has never been forfeited but its irresponsible and frequent use is deplored. Workers pay heavily for strikes in loss of wages, in their influence on public opinion and in relationships with employers. Strikes tend to poison good relations so that the opportunity for cooperation following strikes is not so good. Strikes in the electrical construction industry have not been frequent and the electrical construction industry is sometimes referred to as a strikeless industry.

The council has spoken emphatically about the art of cooperation.

"Cooperation is not an art to be had merely by wishing for it. It is not a static but a dynamic art and one that demands intelligence, honesty of purpose and just as constant attention as any other department of the activities of both the union and the employers. If the profession of a desire for cooperation made by both the parties to this dispute at the hearing is genuine, then the results will be immediate and surprising. Cooperation on the basis of sympathetic understanding on the part of each, of the problems of the other, will begin to reveal vistas of profitable relationships hitherto undreamed of. You will discover that most of your real interests are held in common. Common interests demand organization. Organization demands direction. Direction demands conference; and conference demands rational compromise. Compromise demands self-subordination, and self subordination demands individual courage of the highest order."

The council also developed the idea of partnership in industry as follows:

"... The council is impressed with the fact that much education is still necessary for those in the building industry, if they are to appreciate the essential truth that every one of the crafts of which the industry is composed consists of workers, directive and manual. Directive workers may not insist on rules and regulations to the detriment of the manual workers

(Continued on page 36)

# FACT FINDING Boards

## Urged by N. C. W. C.

EARLY establishment of official fact-finding boards, composed of impartial members of the public, was proposed by the Social Action Department, National Catholic Welfare Conference, as a means "to reinforce conciliation, arbitration, collective bargaining and the attitude of the public toward any important labor dispute."

These boards, the letter said, "would make no decision as to the dispute. They would present the facts to fortify the right side in a dispute," adding "we think there are enough honest and capable persons in our country to man these boards in the interest of the general good."

The proposal was made in a letter, signed by Bishop Karl J. Alter of Toledo, chairman of the Social Action Department, to Lewis B. Schwellenbach, Secretary of Labor, and to Judge Walter P. Stacy, chairman of the Labor-Management Conference, who presented it to the conference in today's executive session.

### Dangerous Period

"Threats of major strikes now loom," the letter said. "Other strikes seem to be in the offing. Others will occur after this present period ends. We recommend this fact-finding procedure both for current disputes and for the future. The facts will furnish ground for just agreements in collective bargaining and just decisions in arbitration."

The suggestion to establish such boards, the letter said, was prompted by the "tragic" danger of laws enforcing compulsory arbitration if strikes of great magnitude should occur, and by the want of knowledge of facts that hampers just decisions in disputes.

"Voluntary arbitration is good, but compulsory arbitration is a long leap down the totalitarian road," the letter warned, "and is no help toward the proper settlement of disputes on either side. It will, in fact, not be accepted as long as the working people and employers are Americans and believe in their dignity as sons of God."

The letter proposes that the members of the fact-finding boards, to be appointed by the President of the United States or the Secretary of Labor, should be representatives of neither side of the dispute. The boards should be instructed to report quickly, they should have full access to all pertinent facts and receive statements from both sides.

The text of the letter follows:

"The Department of Social Action of the National Catholic Welfare Conference wishes to make a suggestion to the Department of Labor of the United States and to the Labor-Management Conference.

"The suggestion grows out of two facts that hinder the settlement of labor disputes. One is the danger that if strikes of great magnitude occur, laws enforcing compulsory arbitration may ensue. That would be tragic.

### National Catholic Welfare Conference makes statesmanlike recommendation to Labor-Management Conference

Voluntary arbitration is good, but compulsory arbitration is a long leap down the totalitarian road and is no help toward the proper settlement of disputes on either side. It will, in fact, not be accepted so long as the working people and the employers are Americans and believe in their dignity as sons of God.

"The other fact is that methods of conciliation and voluntary arbitration often lack that thorough knowledge of the facts underlying the disputes which normally is necessary for a just agreement or a just decision.

"Our proposal is a modest one but one of far-reaching importance. It is that a method of fact-finding be set up to reinforce conciliation, arbitration, collective bargaining and the attitude of the public towards any important labor dispute; that the fact-finding be in the hands of a board representative of neither side of the dispute but representative of, as far as possible, impartial members of the public; that the President of the United States or the Secretary of Labor appoint them; that as many boards, national, regional or local, be set up as are required to aid to report quickly; and that they receive statements from both sides in the dispute and from other competent witnesses; and have available all the pertinent knowledge which the Federal or State governments possess. These boards would make the facts known. They would make no decision as to the dispute. They would present the facts to fortify the right side in a dispute.

### For the Future

"Threats of major strikes now loom. Other strikes seem to be in the offing. Others will occur after this present period ends. We recommend this fact-finding procedure both for current disputes and for the future. The facts will furnish ground for just agreements in collective bargaining and just decisions in arbitration.

"We consider this proposal both as a way to help settle current disputes and as a permanent policy of the American government and the governments of the States. We do not contemplate this procedure except in important cases.

"The usefulness of these boards depends upon their being established early in a dispute and upon the speed of their action. Delayed statements of fact would be calamitous.

"We think that there are enough honest and capable persons in our country to man these boards in the interest of the general good."



REVEREND R. A. McGOWAN

### Rev. R. A. McGowan Named to Succeed Father Ryan

The Reverend Raymond A. McGowan has been named director of the Department of Social Action of the National Catholic Welfare Conference, to succeed the late Monsignor John A. Ryan, it has been announced by Bishop Karl J. Alter, of Toledo, episcopal chairman of the department.

Father McGowan, the first and only assistant director of the N.C.W.C. Department of Social Action, now becomes the second director in its history, Monsignor Ryan being the first to occupy that position.

A priest of the Diocese of St. Joseph, Father McGowan is known as a writer and lecturer. He is the author of "The Yardstick," a column of comment on economic problems widely used in the Catholic press. He was one of a committee of eight named by President Franklin D. Roosevelt in 1943 to advise the chief executive on changes in the organic law of Puerto Rico.

In efforts of the Social Action department to promote justice in social, industrial and international relations, and to strengthen civic, rural and family life, Father McGowan has played an important part. He has been particularly active in the department's work of popularizing the papal encyclicals "On The Condition of Labor" and "Reconstructing the Social Order," through books, pamphlets, magazine and newspaper articles, study clubs, Catholic action programs for educational institutions, priests' meetings, and the social action schools for the clergy.

Father McGowan is one of the founders of two national organizations that have grown out of the Social Action department—the Catholic Conference on Industrial Problems, established in 1922, of which he is secretary-treasurer, and the Catholic Association for International Peace, founded in 1927, of which he is executive secretary. The first of these organizations has held more than 90 conferences in various parts of the country

(Continued on page 36)

# National Conference Backs Workers' EDUCATION

THE 12th session of the National Conference on Labor Legislation closed a spirited meeting in Washington in mid-December. The conference is held under the aegis of the United States Department of Labor. State labor officials from all states and territories, and representatives of principal labor organizations make up the conference. The conference supported also a national employment service program and liberal jobless insurance.

On workers' education, it said:

Whereas the Division of Labor Standards of the U. S. Department of Labor has, during the past three years, made a significant beginning in attempting to meet this need by the preparation of teaching guides and union manuals, and by working with labor organizations in developing their own program; and

Whereas the U. S. Department of Labor is requesting from Congress an additional appropriation for the Division of Labor Standards 1946-47 budget to expand such educational activities for and with unions, universities and other labor educational agencies; now therefore be it

## Labor Standards Program

Resolved, That the Industrial Relations Committee:

1. Endorses fully the educational program of the Division of Labor Standards of the U. S. Department of Labor and the proposed expansion of these activities, and

2. Urges the Secretary of Labor and the director of the Division of Labor Standards to immediately establish a Labor Education Advisory Committee to assist in the development of this program; and

Resolved, That this committee strongly urges all unions here represented to under-

## 12th session of National Conference on Labor Legislation supports workers' program

take and expand their own collective bargaining training programs for union officers, representatives, and the general membership.

## Support of Labor Standards Program

Whereas the principle of collective bargaining is now accepted as the basis of sound industrial relations; and

Whereas the development of stable union organization is dependent upon the education of the membership in the principles and ideals of trade unions; and

Whereas the successful practice of collective bargaining requires that the union leadership be fully informed and technically trained in the principles and procedures of collective bargaining as well as the many union and community problems with which they are confronted; and

Whereas the President's Labor-Management Conference representing the leading national groups of labor and industry went on record urging both labor and management to train their representatives in collective bargaining procedures; and

Whereas there is an urgent and immediate need for teaching materials, instruction outlines and other educational aids which can be used by unions in establishing and conducting such educational programs; and

3. Requests that the conference make known its views to the appropriate members of the U. S. Senate and House of Representatives, and that copies of this resolution be sent to the chairmen of the Senate and House Labor Committees, the

Senate and House Appropriations Committees, to all members of the House Appropriations Sub-Committee handling the Labor Department budget and to heads of all State labor organizations.

## Request Extension Program

Whereas it is now becoming generally recognized that the public has as great a stake in the development of an informed union membership and competent union leaders as in the development of competent business men and farmers; and

Whereas a number of states have already taken steps to establish union leadership and industrial training courses through state universities, extension services, and other publicly supported institutions; and

Whereas there is need for a central clearing house in the Federal Government to assist both financially and technically in the development of such programs at the state and community level; and

Whereas there is need for guidance to such institutions in order that their programs may deal realistically with labor problems; and

Whereas there is no such service offered to the millions of wage earners comparable to the service offered by the U. S. Department of Agriculture to farmers through its Agricultural Extension Service or the service to industry provided by Federal vocational training programs; now therefore be it

Resolved, That the Industrial Relations Committee:

1. Endorses the principle of Labor Extension Service to be set up in the U. S. Department of Labor to act as an authoritative clearing house in the field of labor education and to administer a program of grants-in-aid for the development of a labor education program on a state and local level; and

2. Urges the U. S. Department of Labor to proceed forthwith with the development and formulation of this program in consultation with the proposed Labor Education Advisory Committee of the Division of Labor Standards and union officers at the state and local levels; and

3. Urges all individual delegates to initiate discussions with appropriate state and local officials of labor, education and other public organizations to the end that this program may reflect the best thinking of all interested groups; and

4. Requests that copies of this resolution be sent to the chairmen of the Senate and House Labor Committees and to the heads of all state labor organizations.

Resolved, That the next annual conference on Labor Legislation include in its organization a separate committee on workers' education.

Weyler, Edward H., Chairman	Kentucky
Beredicia, Fernando Sierra	Puerto Rico
Connally, William L.	Rhode Island
Driscoll, John J.	Connecticut
Ennis, William G.	Connecticut
Eby, Kermit	District of Columbia
Fenton, Frank	District of Columbia
Garno, Harold J.	New York
Gooding, L. E.	Wisconsin
Gydesen, William	Minnesota
Hall, John Hopkins	Virginia
Hopkins, Barney	Michigan
Johnson, Leonard W.	Minnesota
Kaufman, Mrs. Frances	Kentucky

(Continued on page 36)



U. S. Department of Labor

Harris & Ewing Photo

# Conversations Begin

## With VETS Administration

In order to bring about more harmonious arrangements between unions and the Veterans Administration in respect to the training of GI's a delegation from the General Committee on Apprenticeship for the Construction Industry has begun conversations with the Veterans Administration.

General Omar Bradley, administrator of veterans affairs, himself saw the delegation. The delegation had among its members representatives of

<i>Labor</i>	<i>Management</i>
Painters	U. S. Chamber of Commerce
Plumbers	Master Plumbers
Electrical Workers	National Electrical Contractors Association
Plasterers	Master Painters
Carpenters	

The committee placed before General Bradley the picture of the general condition in the country in so far as joint labor-management apprenticeship committees go. They told General Bradley more than 1,000 committees are now functioning in the United States, and more are rapidly being established. They pointed out, where collective bargaining is a vital process, apprentice training is an inevitable consequence. They requested that the apprenticeship set-up be treated as a unit and be designated by the Veterans Administration as an accredited agency for training veterans.

If the construction program is carried out, a work force of about 2,840,000 will be required the first year, and 3,840,000 the fifth year. More than half of this number will have to be skilled craftsmen.

### General Bradley's Memo

General Bradley was given a memorandum which made the following statement about the General Committee on Apprenticeship for the Construction Industry:

Where sound labor-management relations exist in industry, there is usually a strong apprenticeship program. Cooperation on apprenticeship is evidence of the health of industrial relations.

By reverse, it is apparent that anything that deters or checks an apprenticeship training program strikes a blow at sound labor-management relations. It is not too much to assert that opposition to an established apprenticeship program is opposition to sound policies of the Federal Government. It should be noted that the Federal apprenticeship law cites us a principal purpose: "to bring together employers and labor for the formulation of apprenticeship programs."

The General Committee on Apprenticeship for the Construction Industry is a policy committee. It formulates recommendations to the National Apprenticeship Training Service. It is a labor-management committee.

### General committee on apprenticeship talks with Omar Bradley

It is a stable, functioning agency with good relations with national apprenticeship committees in the several industries, and through them with the hundreds of local joint labor-management apprenticeship committees.

### Agency of Dignity and Power

There is no other agency in the United States, either endowed by law, or by efficiency and custom, with the dignity and with the power of educational accomplishment of this national apprenticeship system constantly being improved.

To ignore this agency, or to oppose it, would be similar to opposing Harvard, Yale, Columbia and Johns Hopkins in the university hierarchy.

To ignore it is putting a premium on fly-by-night commercial agencies, which, with mercenary objectives, are bound to spring up, to take its place.

The committee, which guides the apprenticeship system, in the basic and pivotal construction industry, has educational, not commercial ideas and standards.

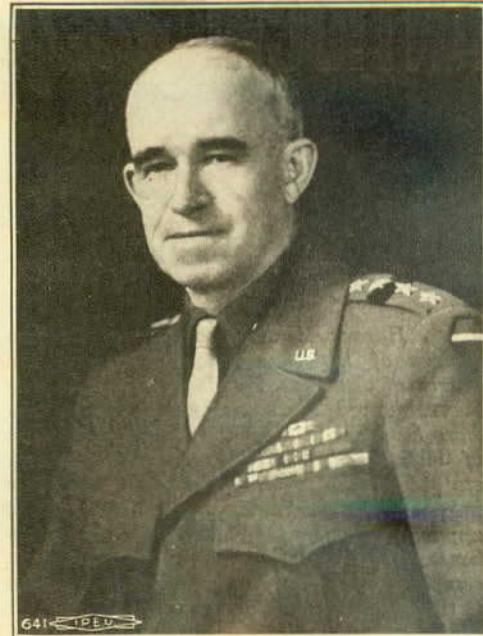
It seeks to protect the apprentice-student and give him a well-rounded education.

It seeks to do more than this: to protect the industry so that a competent, steady flow of manpower to meet all needs and emergencies will move into the industry each year.

The committee takes a long-range view. It stands ready to make all necessary and reasonable adjustments needed to give GI's new training in craftsmanship.

### DISTRIBUTION BY STATES OF ESTABLISHED JOINT APPRENTICESHIP COMMITTEES IN THE CONSTRUCTION INDUSTRY AND THE NUMBER OF CONTRACTORS COVERED BY SUCH COMMITTEES—OCTOBER, 1945

	<i>Committees</i>	<i>Contractors</i>
Total—All States	975	18,359
Alabama	20	209
Arizona	12	237
Arkansas	4	35
California	156	2,493
Colorado	32	386
Connecticut	28	364
Delaware	0	0
District of Columbia	7	316
Florida	16	286
Georgia	12	138
Hawaii	2	26
Idaho	14	81
Illinois	43	1,411
Indiana	29	314
Iowa	20	317



GENERAL OMAR BRADLEY

	<i>Committees</i>	<i>Contractors</i>
Kansas	10	112
Kentucky	8	165
Louisiana	26	336
Maine	1	16
Maryland	6	166
Massachusetts	8	91
Michigan	49	1,298
Minnesota	32	545
Mississippi	8	54
Missouri	19	640
Montana	4	19
Nebraska	6	65
Nevada	0	0
New Hampshire	0	0
New Jersey	13	298
New Mexico	16	132
New York	11	504
North Carolina	4	4
Ohio	72	2,211
Oklahoma	13	105
Oregon	9	287
Pennsylvania	22	599
Rhode Island	0	0
South Carolina	6	28
South Dakota	2	11
Tennessee	9	92
Texas	47	1,704
Utah	19	265
Vermont	0	0
Virginia	8	112
Washington	36	787
West Virginia	4	10
Wisconsin	112	1,112
Wyoming	0	0

### FUTURE CONSTRUCTION

New construction in 1946 will total \$4,750,000,000, which is 50 per cent more than the estimated \$3,160,000,000 volume for 1945, the F. W. Dodge Corp. forecasts in a study of conditions in 37 states east of the Rockies. Taking increased costs into account, the report says that the prospective 1946 new construction represents a physical volume approximately that of 1939-40. Residential construction for 1946 is estimated at \$1,350,000,000, a 178 per cent increase over 1945.—NECA.

# ANTIOCH: Fulfillment of Mann, Labor's Friend

By ELINOR STEINHARDT

"... Horace Mann was among the few leaders of his time who determined the course of America. In his own day he was overshadowed by brisk entrepreneurs who were concerned with the rapid development of business and industry, and by showy statesmen who talked loud and long to little purpose. Now, a hundred years later, it is apparent that ornate rhetoric and huge fortunes were relatively empty achievements compared with Mann's arousing of America to the possibilities of the common school."<sup>1</sup>

**F**AITH in the common man and equality of opportunity are American ideals. Because of our efforts to pursue these ideals, our country has developed faster and farther than any other. The common school which forms characters, trains skills, and establishes ideals has been a major factor in our country's development. Horace Mann had a keen appreciation of the importance of education to democracy, but along with this appreciation he realized the need for an effective system of education. Mann felt that every girl and boy should be awakened to the worth of himself, should assume responsibility for his own destiny, and be trained in purpose, taste, and skill until he is able to stand alone. The contribution of Horace Mann in establishing common schools was so fundamental that he is known as the father of the American public school. Mann

<sup>1</sup> Robert L. Straker, in *Educating for Democracy*, page 3, Antioch Press, 1937, 146 pages.

Horace Mann  
established with the help of  
labor, free school system of  
America

could not have performed his work without assistance of labor.

Just when our cities were starting their growth and railroads were being built, Horace Mann came upon the scene. When Mann became the first secretary of the Massachusetts State Board of Education in 1837, the first railroad from Springfield to Albany had not been completed. Schools and teachers had little standing.

### **Gift to Civilization**

Mann led the movement for civic education. He realized that the American experiment at self-rule could not hope to succeed without universal education emphasizing the highest moral, civic, and cultural values. He saw that there could be no real equality or democracy unless people had the opportunity to develop their talents and their tastes. School is one of democracy's greatest gifts to civilization. What hope would there be today for the children of any poor family if the boon of free schooling were denied them? Mann's self-sacrificing labors, lectures, and writings established the movement to extend and perfect education; he

awakened the people's faith in themselves and in their power through education to make democracy work.

Horace Mann conceived college as an institution for the service of the people and for the improvement of government. He wrote:

"The relation which colleges bear to the community is but little less than that which the brain bears to the rest of the body. It is not enough to say that 'knowledge is power.' In our times, knowledge is government."<sup>2</sup>

Long legislative experience gave Horace Mann a first-hand knowledge of public affairs and the more he saw of law and government as methods of progress, the more he became convinced that education was more important than either. He had the deepest faith in the power of the human race to improve itself through education. In 1837 Mann became secretary of the Massachusetts Board of Education, an agency he helped to create. Except for laws relating to such general matters as the length of term and the distribution of funds, the state governments had taken little interest in the public schools before his days. With the establishment of the Massachusetts Board of Education and the election of Horace Mann to its secretaryship, a new epoch began. Here was a determined man, using the democratic processes of enlightenment and persuasion, to bring to the people the elements of education which would enable them to lead good lives and to maintain the personal rights, political liberties and the representative institutions for which the Revolution had been fought.

### **Severe Opposition**

For 12 years (1837-1848) as secretary of this board, Mann took the case for free schools to a people who were indifferent or hostile to the need for them. Although opposed by sordid politicians, unprogressive schoolmen, and sectarian preachers, and hampered by one of the most severe financial depressions ever known in the country, Mann guided the state to a great educational revival. He was aware that periods of crisis are often times of great mental and spiritual awakening. So successfully did he win the case for free schools that this period is now recalled as the foundation period of the public-school movement in America. Horace Mann had so fully established the free common schools in the hearts of the people that education was moving forward at a rapid pace. He had proved the importance of prepared teachers by establishing the normal schools and fighting off the enemies who would have abolished them until their value could become known.

### **Fight to Free Man**

The great educator next turned his leadership to a major political issue—the issue of human slavery. With the sudden death in Congress of John Quincy Adams, who had been an earnest champion for the anti-slavery cause, Mann was persuaded to resign from the secretaryship to represent Massachusetts in Congress, which he did saying that "before a man can be educated he must be a free man." He threw all the force of his brilliant eloquence on the side of liberty and had the shock of a lifetime when on March 7, 1850, Daniel Webster de-



Courtesy Antioch College

Advanced Chemical Research Is Co-op Job for Girl in Pilot Plant

<sup>2</sup> Horace Mann, in *Thoughts Selected from the Writings of Horace Mann*, Boston, H. B. Fuller, 1867, 240 pages.

livered the compromise speech which Massachusetts regarded as a bid for support from the friends of slavery.

Mann's attitude regarding the slave question is embodied in his answer to a question put to him in the midst of a speech: "Would you advance the slaves to an equal social and political condition with the white race?" Mann's impromptu answer was: "I would give to every human being the best opportunities I could to develop and cultivate the faculties which God has bestowed upon him, and which, therefore, he holds under a divine charter. . . . Having done this, I would leave him, as I would leave every other man, to find his level—to occupy the position to which he should be entitled by his intelligence and virtue."

### Great Promise

Horace Mann found Congressional life in Washington weary and disappointing. Slave power was firmly in the saddle. The futility of the struggle going on must have taught him the necessity for turning to education, which in times of crisis holds the greatest hope.

He was nominated for the governorship of Massachusetts on the Free-Soil ticket, on September 15, 1852, and at approximately the same time was chosen president of the newly established Antioch College, located in Yellow Springs, Ohio. To everyone's surprise he accepted the latter office and thus began the last phase of his eventful life.

For Horace Mann, Antioch was a dream of building in what was then the traditionless West an institution of higher learning open to all, regardless of race, sex, creed, or wealth, which would set up the highest standards of scholarship and character. It was a dream of doing for higher education in the West what he had done for the lower levels of education in his beloved Massachusetts. It was a dream of intimate personal association with strong young men and women and with able, consecrated teachers. It was the dream of exalting education as the foundation of democracy.

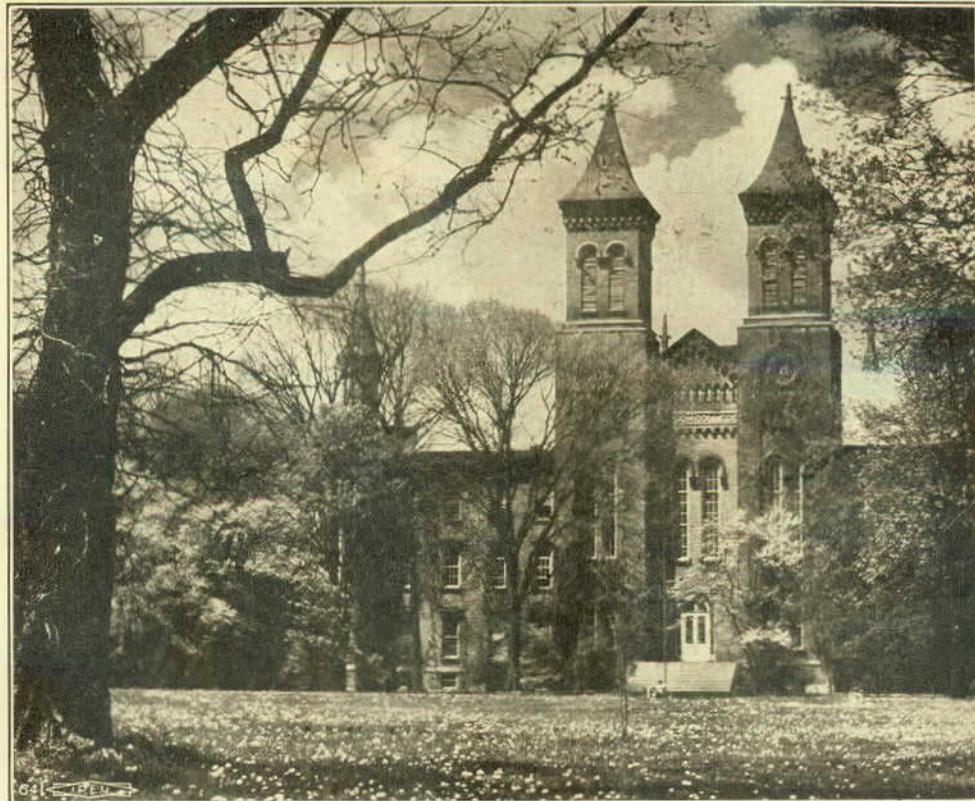
### Founding of Antioch

Antioch was founded by the sect known as Christians. They represented a movement which sprang up toward the end of the eighteenth century. It was a revolt against extreme formalism in religion and left each member free to interpret the Bible according to his own experience and conscience. The school was to be coeducational and non-sectarian, which was in harmony with Mann's views and appealed to him strongly. Here he could work out on the higher levels ideals of democratic education founded on high purposes and sterling character.

The first faculty (women were placed on Antioch's faculty on the same basis as men) were all teetotalers, all anti-slavery men, all anti-tobacco men, many believers in phrenology, and all anti-emulation men—that is, against any system of rewards and prizes.

Horace Mann established himself in Ohio. He taught, preached, lectured, guided, and inspired both in the college and from the public platform. He became the leader of the forces of higher education in the new West, and his influence moved westward with the course of empire.

Horace Mann's contributions to higher education were many. But most distinctive was his experimental attitude toward higher education which had become so crystalized in set patterns that it needed a willingness



Courtesy Antioch College

Main Building on Antioch's Campus

to question tradition and to try new things. It has been pointed out that Mann emphasized electives long before the day of Charles W. Eliot, who is commonly associated with this innovation. Also, there was supreme emphasis placed on moral and religious feeling, exemplified in right conduct as the basis of higher education.

### The Antioch Spirit

Mann's highest gift to educational thought was the Antioch spirit, which is an attitude of mind and heart. It signifies plain living and high thinking, the spirit of self-conquest, and such simplicity and directness of character as leads one to fundamental conditions inspiring him "to find the law of things and to master facts and their significance."

The foundation of Horace Mann's greatness at Antioch was in his character as a teacher. Whether on the lecture platform, in classroom, or in conference with individuals, he had his deepest satisfaction in helping people with their lives. He believed in education, but he understood the importance of training, and knew well that one could not be separated from the other in any well-rounded plan. He believed people should know and appreciate and have broad tastes and interests; but above all he believed that they should do and that the more they knew the greater their moral obligation to do.

The Antioch of today largely continues the ideals for which Horace Mann lived and died.

Antioch's first program utilized many of the methods then new in higher education: courses in health and compulsory exercise, the elective system of studies, and a better curricular balance in favor of the sciences. President Mann secured religious freedom for the new institution, insisted upon coeducation, allowed no discrimination between races and granted diplomas only to

those who could show unblemished characters as well as improved minds.

### Reorganization

Reorganizing the college in 1920, Arthur E. Morgan restated the Antioch purpose as "the development, in proportion, of every element of personality," and for its realization instituted the outstanding features of the present Antioch program which is being enhanced and carried forward by Algo D. Henderson, the present head of Antioch: the cooperative plan of work and study, the broad required-course program in the arts and sciences, the honor system, the faculty adviser plan, the intramural games and sports program, and the policy of student responsibility for student conduct and activities. Antioch students prepare for careers in education, economics, labor, personnel, scientific research, business, journalism, home economics, and other fields. The phase of the program by which the college is perhaps best known is the plan which enables the student to secure during his college years actual experience in work.

### Real-Life Lessons

Students, both men and women, alternate between studying and working during their college year. One half the student body works while the other studies. Each job is held by two students who work and attend college in alternate shifts. Students have the opportunity to work in offices and factories, with construction crews, as reporters on papers, in research laboratories, as salesmen, as teachers, in nursery schools, as librarians, and in many other capacities.

They receive regular pay for their work which makes them self-supporting during the co-op period. The aim of this part-time program is educational and preparatory rather than remunerative however.

The majority of colleges assume that education consists in getting knowledge out of

(Continued on page 40)

# The Labor Movement in America

BEFORE we begin to say anything at all about labor or labor unions or the labor movement, first let us tell you why this series of articles is being written. "Labor" is the chief topic for discussion in America today. The papers are full of it, radio commentators continually talk about it, our Congressmen and Senators debate about it—some praising, some condemning. Since everyone is talking about us, we trade union members should know a little more about ourselves.

In 1945, out of a population of approximately 132 million, about 45 million men and women were working for wages or salaries and about 15 million of these workers belonged to some kind of trade union, perhaps big, perhaps small, perhaps local, but more likely national or international.

## They Run America

These workers, of all races and creeds and color, keep our mighty America running. They make things—big and little. They build things—skyscrapers and bungalows. They bake bread and they run locomotives. They man power stations and they sweep streets. They fly airplanes and fix watches. They mine coal, they make clothing, they turn out tanks and toys, bridges and buttons with equal ease. These 45 million feed, clothe and shelter the 140 million.

These 45 million are all a part of the labor movement in our country—all are affected by it though only the 15 million who are trade union members are conscious, active members, responsible for bringing about the improved working conditions and standards of living that are rightly credited to the labor movement.

How do we define the term "labor movement?" Mary Beard, in her "Short History of the American Labor Movement," defines it as "an organized and continuous effort on the part of wage earners to improve their standards over a national area." She goes on to say that "the origin of the labor movement lies in self-defense—in attempts of the workers to protect themselves against the worst ravages of the industrial system as it proceeded step by step to transform the agricultural or feudal society of the eighteenth century into the urban and industrial society of the twentieth century."

## Labor Unions and the Guilds

Labor historians have tried to trace modern labor unions back to the medieval guilds but without much success, since it was not until the rise of the merchant class, the great development of industrial cities, the growth of the factory system and the improvement of transportation on a large scale, all evolved, that the modern working-class movement emerged. However, for the sake of background, and that we may be more familiar with the conditions under which our forefathers worked, let us review the life of the wage earner's predecessor, the serf of the middle ages.

First of a series of articles  
on the history of the labor movement  
in the United States and other topics  
of interest for the informed trade  
unionist

Civilization in medieval days was typically rural. Most men lived on feudal manors, cultivating the crops of the time, part of their labor being for the lord of the manor and part for their own benefit. Whatever clothing or tools were necessary, were made by the peasants in their own homes.

In the case of very large manors, there was some degree of specialization and bakers, millers, weavers, etc., earned a living at their own craft. They received no wages—part of their product went to the lord and the remainder was traded to the farmers for food and materials. These men, like the

farmers, were serfs, bound to the soil and to the service of the lord.

## Decline of the Manor

Gradually though, towns developed and the manor declined. A merchant class arose and commerce became important. The expanding woolen industry gave impetus to commerce and towns and cities of medieval England sprang to life. Since trade and manufacture began to play such a prominent part in these cities and towns, the life of the town came to be dominated by artisans and merchants and these men organized themselves into guilds. Merchant guilds sprang up first and regulated both trade and manufacture. Later as the business of the merchant and the artisan became more specialized, craft guilds were formed. These guilds controlled and made the rules for manufacturing as it developed in the late Middle Ages and early years of the modern European period.

These craft guilds were serious organizations and they truly regulated the respective industries. Rules governing wages, hours of labor, work conditions, quality of materials and workmanship, and prices of goods, were all formulated by the craft guilds. Thus the craftsmen not only protected themselves and each other from unfair competition but protected the consumer by setting standards for their products.

## Apprentices

The apprenticeship training system is much in evidence in the United States today. It would be interesting at this point to tell you something of the apprenticeship system as it existed under the guild system. Production of goods was ordinarily done by a master workman and his journeymen and apprentices in his own home or in a small shop. Apprentices were boys bound out by their parents to master workmen to learn a trade. The master workmen provided room, board, technical and moral training to the apprentice who lived in his household, and in return the apprentice had to obey his master and work diligently for him. The time of apprenticeship was from three to 12 years. After serving his apprenticeship, a young man became a journeyman and was employed by a master workman at a wage set by the guild. After two or three years of such employment a journeyman could take an examination and qualify as a master workman.

## Workman in Colonial America

All this gives us a background picture for colonial labor in America, the soil in which were planted the first seeds of American unionism. In the 1600's unemployment and depression ran rampant in England. England decided on colonization by way of relief and established her first permanent colonies in America. America was a vast fertile land just crying for laborers and many—compelled by various forces—religious and political persecution, economic hardship, etc.—found the way to her shores.

We are all familiar with the stories of indentured servants from our history books and with the account of the Negro slaves being brought to America as plantation laborers. These two performed a great part of the bulk of labor in early colonial America. However, there were free laborers also—



Courtesy of Treasury Department

Worker of Colonial America

(Continued on page 36)



Under the inspiring title "Nothing Could Conquer Him," Basil O'Connor, lifelong friend of President Roosevelt, tells of the blight on the late President's physique, and what he did about it, in behalf of unfortunate children.

I CANNOT stand here today—just outside the entrance to the Little White House at the Georgia Warm Springs Foundation here in Warm Springs, Georgia—and not have memories—memories of very happy, exciting days and great events—memories of a great inspirational force—memories of a great soul.

Over 20 years ago I journeyed to Warm Springs with Franklin D. Roosevelt when he first came here, and I arrived with him late last March when he came here for the last time.

President Roosevelt loved Warm Springs. He called it his second home and he meant that. From the day he founded this institution to help humanity, it played a major role in his life and his philosophy. It was here that he learned to walk better after he had been stricken by infantile paralysis. From here he was drafted unwillingly back into public life. Here he came for treatment, and for fun, and for laughter. Here he came during those consuming days of war to find quiet and rest—to gain strength for the inhuman demands upon him.

#### Plans for Peace

In this simple, unpretentious cottage—the Little White House—many of our fundamental domestic policies were decided, and here too were charted many of the pathways of peace—a peace he wanted so much for the world, and a peace he wanted to last; and finally it was here that he died—died in so tragically a short time before that peace came to the world.

The victory for which he fought and lived—for which, in the final analysis, he gave his life—has now been won. He did not live to see that day, but he left the affairs of this nation in the hands of an able successor, and one in whom the American people have full and complete confidence.

# A Great Man's Misfortune HELPS Others

Basil O'Connor, head of Red Cross, describes President Roosevelt's aid to ailing children

In founding this institution at Warm Springs, Georgia, President Roosevelt demonstrated, almost a quarter of a century ago, that foresight and vision that many, at times, found so difficult to follow. Frequently he predicted what we now have here at the Georgia Warm Springs Foundation—the largest center in the world for the treatment of poliomyelitis, to which can come, up to the limit of our capacity, from all over this country, regardless of race, creed, or color, and regardless of their ability to pay, those who are afflicted as he was—with infantile paralysis. He foresaw an institution here treating, as it does today, from 500 to 600 patients every year from every state in this Union.

#### No Surrender

But he saw more than that. He saw an institution in which those who are patients receive not only the best medical care but also gain from their surroundings, that indomitable courage which he had, to refuse to be handicapped in any way by this disease. It did not conquer him, and his fervent daily prayer was that all who entered these gates would know it could not conquer them.

And then he went on—he went on from the treatment here at Warm Springs of those afflicted by this disease—to the founding, in 1938, of the National Foundation for Infantile Paralysis, so that by scientific medical research, a way could be found to

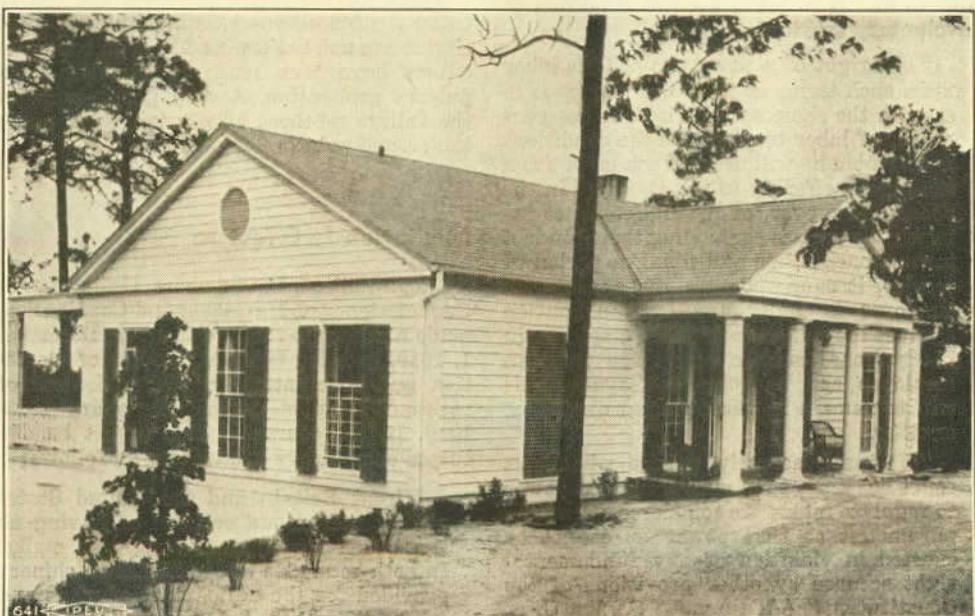
prevent people from ever suffering from this disease.

#### A Great Foundation

I'm certain that in 1938 he had no doubt as to what the National Foundation for Infantile Paralysis would be today—one of the greatest public foundations of all times, representing for the first time in the history of mankind, scientific medical research supported by the people themselves; yes, supported by well over 50,000,000 people in these United States, so that there is now available to all who can intelligently use them, funds for scientific research to conquer this disease, and to care adequately for every individual in this country—man, woman, or child—who has become a victim of it. He did live to see the day when it could be truthfully said that the National Foundation for Infantile Paralysis and its 3,000 chapters throughout the nation were able to provide for every sufferer from infantile paralysis in this country the best medical care. That's what he wanted and he wanted that to continue—and it will.

When this stamp representing the Little White House, which I have purchased today, travels over this country, it will make some think of President Roosevelt's statesmanship; it will make others think of his grasp of international affairs; but it will remind all people of his love for the common man.

It was here in this Little White House that I saw him for the last time. On a beautiful Easter Sunday morning, twelve days before he died, I said goodbye to him for the last time. Here in the shadow of approaching death he was still smiling—and he left that smile here for us—nothing could conquer him!



Courtesy National Foundation for Infantile Paralysis, Inc.  
President Roosevelt's Home at Warm Springs

THE Transportation Act creating the Railroad Labor Board makes no provision for the enforcement of the decisions of the board. "The only sanction of its decision is to be the force of public opinion," is the ruling of the United States Supreme Court in Pennsylvania Railroad Company vs. Railroad Labor Board, 261 U. S. 72.

There are three principal reasons for not making the decisions of the Railroad Labor Board enforceable. (1) The Constitution of the United States prohibits the passage of any law which would make the decisions actually enforceable. (2) Compulsory arbitration where it has been tried in other countries has been a failure. (3) Compulsory arbitration is socially undesirable.

### I.

There are two provisions of the Constitution of the United States which prohibit the passage of any law which would require employers and employees to submit their controversies to arbitration and to abide by the resulting award.

The Fifth Amendment provides that no person shall "be deprived of life, liberty, or property without due process of law." The Thirteenth Amendment provides that involuntary servitude "shall not exist within the United States." Any law which would compel employers to furnish employment and to pay wages against their will or compel employees to work against their will would violate one or both of these amendments.

### Liberty and Property

The Supreme Court has held frequently that the word "liberty" includes liberty of contract and that "property" includes the right to control one's own labor. If the government were to make contracts to bind employers and employees and to enforce such contracts, the government would take away from both parties their liberty of contract and take away from the employees their property rights involved in selling their services and take away the property rights of the employers involved in hiring the services of other men. Furthermore to compel a man to work against his will for wages or under conditions which are not acceptable to him is to bring about a condition of involuntary servitude.

"The right of a person to sell his labor upon such terms as he deems proper is in essence the same as the right of the purchaser of labor to prescribe the conditions upon which he will accept such labor from the person offering to sell it. \* \* \* In the absence, however, of a valid contract between the parties controlling their conduct toward each other and fixing a period of service, it cannot be, we repeat, that an employer is under any legal obligation against his will to retain an employee in his personal service any more than an employee can be compelled against his will to remain in the personal service of another.

"We need scarcely repeat what this court has more than once said, that power to regulate interstate commerce, great and paramount as that power is, cannot be exerted in violation of any fundamental right secured by other provisions of the Constitution." (Adair v. U. S., 208 U. S. 161.)

It is true that in 1916 Congress passed

# Richberg Sings Different

## Tune in 1924

**Attorney,  
who backs noxious Ball-Burton-Hatch  
Act, was strong against compulsory  
arbitration. What happened to Mr.  
Richberg?**

the Adamson Law establishing the eight-hour day, but this law was sustained by the Supreme Court, only as an *emergency measure*, on the ground that in the absence of an agreement between employer and employee the Congress could "provide by appropriate action for a standard of wages to fill the want of one caused by the failure to exert the private right on the subject." By establishing such a standard, it is important to notice that Congress did not attempt to compel the employer to employ persons or to pay them wages or to compel the individual employees to accept employment or attempt to interfere with the right of the parties to agree upon wages, expressly sustaining the right of "the employers and employees to agree as to a standard of wages free from legislative interference."

It will be readily seen that the constitutional difficulties in the way of enforcing arbitration awards against the will of the parties are practically insurmountable. If a railroad, for example, claimed to be unable to pay the wages fixed, public officers could not take over its management and employ workers and write checks to meet the pay roll. If employees refused to work under the wages fixed, public officers could not compel them at the point of guns to perform work for the railroads. The practical as well as the constitutional obstacles in the way of enforcing arbitration awards are quite clear.

There are countries in which the constitutional prohibitions existing in the United States are not the law and in such countries efforts have been made to establish compulsory arbitration. A very good review of the failure of these efforts is quoted under the second point.

### II.

### Mediation Is Effective

Judge William L. Chambers, United States Commissioner of Mediation and Conciliation, made a report to the President on December 1, 1919, showing the effective use of mediation and conciliation in the settlement of railroad disputes during the years 1913-1919. In the course of this report he discusses compulsory arbitration as follows:

"Great Britain and the United States occupy the unique position of having no legislation abridging the right to strike. In both countries under official machinery provided for the adjustment of wage and other difficulties between railroads and their operating forces, in which every suggestion of compulsion has been care-

fully avoided, results have been much more satisfactory. Strange as it may seem in the case of these two countries where legal machinery has been provided for the settlement of grievances without any limitations upon the right to strike, the *most pronounced successes in dealing with disputes have been attained*.

"With the exception of those two nations all governments of any importance have, in one way or another, attempted to prohibit strikes and compel the settlement of industrial disputes by arbitration, but not in the case of a single one has such legislation accomplished its purpose. On the contrary, industrial composure, individual thrift, and national prosperity have been and are most prevalent in those countries where the right of individual determination in matters of service has been least interfered with by legislation.

### Workingman and Common Sense

"With all the guaranties that the best government of the world throws around the workingman in America, is he, as some vainly imagine, going to pull down the grand structure, so largely a product of his fabrication? Never fear. And do not forget that these engineers, conductors, trainmen, firemen, telegraphers, signalmen, station agents, bridge builders, machinists, and clerks, constituting the highest class of service people, together with the general body of wage earners, through their savings-bank deposits, insurance, trust holdings, and direct investments, are the real owners of these railroads, and that the support, comfort, and happiness of their wives and children in the homes which they largely own, depend far more upon their uninterrupted and profitable operation than the people in managerial control imagine they do.

### Look at the Facts

"In Australia, where compulsory arbitration in complete form has been attempted, it has not succeeded where applied. Statistics for the Commonwealth of Australia show that 92 strikes occurred during the period 1913-1917 alone, 36 being reported during the year 1917, the last year for which official information is available. During the fiscal year preceding the World War there were 46 strikes in New Zealand, where compulsory laws are provided. The judicial records of New South Wales show 6 convictions for illegal strikes in 1918 and 4 convictions for the first 6 months of the present year. The number of industrial disputes in Australia, as a whole, have steadily increased since the enactment of compulsory arbitration laws, and the principal method of their adjustment, as all official records show, has been mediation and not compulsory arbitration. From a review of the laws and an investigation of the experience in their administration in France,

Italy, Russia, Roumania, and Turkey, all of which have adopted compulsory arbitration in one form or another, it will be learned that instead of preserving industrial peace and economic welfare, they multiplied the evils they were intended to prevent. Even in another group of countries, such as Canada, The Transvaal, Spain, and Portugal, where the right to strike has not been absolutely denied but where the exercise of this right has been made contingent upon certain conditions—a notification to the government of an intention to strike or delay until after governmental investigation and report—the results have not been what were expected. In the case of certain other European countries where restrictive limitations have been placed upon the right of railway workers in public service industries to strike, the results have been disappointing.

### Application of the Facts

"In the light of the Australian experience it seems clearly evident that in the United States, where we have, comparatively speaking, a much wider extent of territory, a vast complexity of industry, great variations in industrial standards, wages, and industrial conditions, and absolutely no consensus of opinion as to the fundamentals of industrial relations, the establishment of a compulsory method of adjusting industrial disputes would be wholly futile and impracticable."

### III.

Brief consideration should be given to the social consequences of efforts at compulsory arbitration. The following colloquy occurred during the hearings before a subcommittee of the Senate Committee on Interstate Commerce, held March 18, 1924, when amendment of the Transportation Act was under consideration.

"The chairman. Do the representatives who present this bill object to compulsory arbitration?

"Mr. Richberg. Yes, sir.

"The chairman. Just enumerate the reasons for that, if you please.

"Mr. Richberg. I think the difficulty with compulsory arbitration arises out of, or I think the reason why compulsory arbitration is regarded often as a panacea, arises out of a false analogy. I have heard lawyers particularly say, 'We have courts to settle disputes between parties, and why can you not have industrial courts to settle industrial disputes?' In answer to that, I believe that the lawyer's point of view is also the practical answer—the courts settle disputes largely on the basis of contract. A court enforces obligations on the parties that are either theirs by contract or by the broad contract of society, as for example, in negligence cases where a man is held responsible for the injury he does to another, it is an implied social contract. But it is all on the basis of contract. It is all on the basis of the used and accepted ideas of right and wrong.

### Obligations

"When a man has entered society, he has entered into certain obligations. When he enters into a contract with his fellows, he puts certain obligations in writing, and all that is presented to a court, and the court



TRYING TO SOLVE LABOR ISSUES BY FORCE

(From "Tents of the Mighty" by Donald R. Richberg)

has to decide upon the contractual rights as between the man and man; that is not a difficult decision, and in the majority of instances the verdict of the court is a verdict of money damage. The minute you step into the field of industrial relations, you have opened up an entirely different character of controversy, and that is why the so-called industrial court is not a court at all. It is a law-making body and that is the objection to anything in the nature of an industrial court, or of compulsory arbitration, because you are forcing men to submit themselves to lawmakers. The problem which is presented is an economic, political, and social problem. It is not a problem of contract. What wage a man should have, what conditions he is working

under, are all social, economic, and political questions. There is no law on that; that is just the point I am trying to make.

"The chairman. Yes, but just there, you spoke a while ago about going to a tribunal for a decision on an implied, ordinary contract where a man does personal injury to another through accident, and claims personal damages. Do you not think there is an implied social obligation upon the railroads and employees, why not submit that condition to arbitration?

"Mr. Richberg. Well, the difficulty of that situation, as I tried to point out to you, is that you do not submit an accepted rule. There is no rule to govern such arbitration. You are not asking the court to

(Continued on page 34)

## TRAVELING MEMBERS NOTICE

It has come to the attention of this office that there are instances in which members of one local union are working in the territorial jurisdiction of another local union without obtaining permission from the representative of the local union having jurisdiction. This practice seems to prevail among members employed under Civil Service more than any other branch of the trade, with the result that we have been requested to make known the fact that the practice is contrary to Article XXV, Section 5 of the Constitution, which reads as follows:

"Sec. 5. No member shall work in the jurisdiction of another local until until his Traveling Card has been accepted, or he receives a working card or permit except by consent of the International President in special cases—and except in cases where local unions allow their members to work, by agreement or understanding, in the jurisdiction of each other.

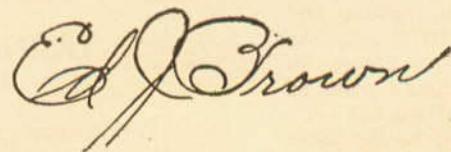
Any member violating this provision is subject to assessment at the discretion of that local union—but the assessment shall not exceed the wages earned by such member while violation continued—but any member violating the working rules of another local union shall be subject to such punishment as decided by that local union."

It will be noted that the above quoted section of the Constitution provides, among other things, that no member shall work in the jurisdiction of another local union until he receives a working card.

We call this to the attention of all traveling members for their information and guidance.

With all good wishes, I am

Sincerely,



International President

Address delivered by Ed J. Brown before the 1945 Annual Meeting IBEW Employers' Section, NECA, Cleveland, Ohio.

THE first thing I want to say, seriously, is to commend the members of this section and your association as a whole for re-electing to office the fine president that you have, Bob McChesney.

I like to refer to him as Bob, and I like him to refer to me as Ed. I don't think any of us should assume an attitude that would prevent us from referring to each other as just Bill and Ed and Bob and so forth. After all, that is all we are, and that is the kind of relationship necessary to create the teamwork we need to make things hum and promote a better life for all.

I should like at this time to say a word to the new members of the IBEW employers' section of this organization. Since the last time I addressed your association, I see there have been additions to the family, many additions. I want to congratulate you, not because you are employing members of the IBEW, but because you now belong where we can function better together and can know each other's problems much better. In the long run, that will be an asset not only to you and your organization and to the Brotherhood, but it will also be a great help to the public in general.

#### Welcome

So I want to take this opportunity, on behalf of the staff and the officers of the IBEW, to welcome you as members of the section of your association which represents its IBEW employers and I hope that the new relationship which you have started will last for many years, and that it will be something to look back on when we have grown old.

My subject this morning isn't new to me. It shouldn't be new to you. When I sat here listening to your chairman of this section talk, it made me feel good to know that I am the president of the labor organization that is cooperating with management, with its employers, to do a better job. I thought, as I sat here, and I hoped that the good Lord would give me the right words to tell you how I think we should promote our joint interests and at the same time the interests of this great America that we all love.

After all, our primary purpose in being organized isn't just a selfish reason. It is to do a bigger job, a better job, so that your families and the families of the people that I represent, will have a better life. We are all entitled to that better life. We weren't just created to come into this world and lead a selfish life and pass on. There is something finer in life. There is something better in life, and that can only come about by all of us helping our fellow man. We can best do that by giving good service, by being ourselves and doing the best we know how in the job that we are on. If we do that we will have accomplished something along the line of the purpose for which we were put into this world.

I have had wonderful relationships with your various officers and representatives. Many things have been done that you as members of your association do not realize. You are not on the spot when these problems come up. You do not have an opportunity to see them as we see them.

#### Cooperation

I believe that the fact that you have your headquarters in Washington has helped to bring about a better cooperative movement between your organization and the IBEW.

# Human Side of Labor-Management COOPERATION

By ED J. BROWN, International President

Mr. Brown  
addresses contractors at annual  
meeting. Local unions and  
local chapters can advance  
cooperation

Your officers and staff in Washington have done an efficient job. I know most of them personally, although there may be one or two in your office that, perhaps, I do not know quite so well. At no time have I presented any problem to your office that has not received prompt attention. We have had good mutual cooperation. We have had that kind of cooperation only because we are thinking about the same thing. We are thinking about how we are going to make this industry bigger and better, and we must at all times remember that by making this industry and our organizations bigger and better and by working together—we are going to serve the public better, and our primary purpose must be to serve the public well.

I have heard many times in Washington in the various trade groups that I meet with, and I have heard in labor circles about the way the electrical workers and the electrical contractors cooperate. I say, "We do

that because it is the best way for us to serve the public better." I am not thinking about any conspiracies. I am not thinking about any methods other than every kind of method that is above board, that is in the interest of the public. If we serve the public well, we will be doing the job that we should do.

We are criticized because we work together, but I don't know of any way in the world that we can do a better job than by cooperating with each other.

#### Results of National Cooperation

You also have heard that we cooperate nationally. It is not new to you, but I am going to give you some examples of the results of it. Paul Geary, in Washington, is doing a good job. In addition to his many duties in your interest he has served as an industry member on the Wage Adjustment Board. Because he has been there, you have been relieved of most of your wartime wage and price problems. Paul has taken them on. Some of the trials and tribulations of our local union business managers have had similar treatment. We have taken them on in Washington. It hasn't been a nice job, but it has been a necessary job, and it has been through cooperation that we have had very little difficulty in seeing to it that you contractors and our people

(Continued on page 33)



ED J. BROWN, INTERNATIONAL PRESIDENT

# South Could Well Use MacArthur for REFORM

**S**OUTHERN Labor Press Association sends an open letter to President Truman requesting that the reforms instituted by General MacArthur be instituted in the South by the military leader.

The letter:

Honorable Harry S. Truman,  
President United States,  
White House,  
Washington, D. C.

Dear Mr. President:

You are hereby most respectfully and sincerely requested to transfer General MacArthur from Tokyo, Japan, to the South, with headquarters at Brevard, North Carolina, just as soon as the general has completed his work in Tokyo. We want him to institute in this southland of ours that fine program for social reform which he has prepared for the Japanese people. We could think of nothing else that would be such a boon to the South as the adoption for our people of the program which General MacArthur has prepared and presented to Jap rulers for adoption in Japan.

## Program for Japan

In that program the general says:

"The people must be freed from all forms of government secret inquisition into their daily lives which holds their minds in virtual slavery, and from all forms of control which seek to suppress freedom of thought, freedom of speech and freedom of religion.

"Regimentation of the masses under guise of a claim of efficiency, under what-

**Southern Press**  
**Association asks President Truman to send general to North Carolina to institute Tokyo reforms**

ever name of government it may be, must cease.

## The Ruling

"In implementation of these requirements and to accomplish the purpose therein intended, I expected you to institute the following reforms in the social order of Japan as rapidly as they can be assimilated:

"1. Emancipation of the women of Japan, through their enfranchisement—that being members of the body politic they may bring to Japan a new concept of government directly subservient to the well-being of the home.

"2. ENCOURAGEMENT OF UNIONIZATION OF LABOR THAT IT MAY BE CLOTHED WITH SUCH DIGNITY AS WILL PERMIT IT AN INFLUENTIAL VOICE IN SAFEGUARDING THE WORKING MAN FROM EXPLOITATION AND ABUSE AND RAISING HIS LIVING STANDARD TO A HIGHER LEVEL: WITH THE INSTITUTION OF SUCH MEASURES AS MAY BE NECESSARY TO CORRECT THE ÉVILS WHICH NOW EXIST IN CHILD LABOR PRACTICES.

"3. Opening of schools to a more liberal education—that people may shape their fu-



Photo by U. S. Signal Corps

**GENERAL MacARTHUR**

ture progress from factual knowledge and benefit from an understanding of a system under which government becomes the servant rather than the master of the people.

"4. Abolition of the system through which secret inquisition and abuse have held the people in constant fear—substituting therefor a system of justice designed to afford the people protection against despotic, arbitrary and unjust methods.

"5. Democratization of Japanese economic administration to the end that monopolistic industrial controls be revised through development of methods which tend to insure wide distribution of income and ownership of means of production and trade."

Mr. President, the South already enjoys Section No. 1 of the general's Japanese program, and our women folks do have the right to vote.

## South Needs This Program

We sorely need Section No. 2 here in the South. While many of our industries are organized and labor works under union-management agreement in these organized places, a majority of our industrial establishments, practically all service trades remain unorganized. There are numerous industrial establishments in the South, Mr. President, where the officers of the law join hands with the companies involved and with Vigilante Committees and Citizens' Committees and company stooges in opposing the organization of the workers. Armed thugs beat up our organizers at no infrequent intervals here in the South, that is, the South in the United States of America. As many of our Southern boys gave their lives in making it possible for General MacArthur to offer the above fine program to the people of Japan, it does seem to us that we people of the South could at least have the same program which the general has outlined for the people of Japan.

We need the full provisions contained in Section No. 3, of the general's program for Japan. To obtain this, however, we need and

(Continued on page 40)



FSA Photo by Delano

Homeless Citizens in the South Seek Shelter in Such Equipages as This

# Something New: SCIENTISTS

## Leave Ivory Tower

By MORRIS L. COOKE

*Under the title "Science Knocks at the Door of American Politics," Morris L. Cooke, noted engineer, outlines problem. Engineers, scientists are expected to play more important role in human affairs. Labor has problem in creating new relations with scientists.*

**S**CIENTISTS will be first to admit that all is not well in the current relations between science and politics. There is little of understanding on either side. To put it bluntly, the politician pretty largely ignores the scientist and the latter all but despises the politician.

Science, and engineering, too, are at an all-time peak performance. In fact our technological advance has become so rapid that unless we drastically alter some of our social and political concepts and the institutions through which they are given expression, technological achievements by their misuse may actually be our undoing. In spite of glamorous accomplishments of science, it is apparent that for the greater part of humanity we have the specter of dire and growing want in the midst of potential plenty. For fast-moving progress along a broad front, the active and comprehending cooperation of politicians is absolutely requisite. So if there is anything which engineers and scientists can do to woo and win the politicians, the doing of it will have tremendous social significance. But it will be futile to knock at the door of American politics unless we come equipped with both understanding and sympathy. Some common ground between the two areas must be found. This, however, should not be too difficult.

### Place in Community

Whether we like it or not—and some of us technologists don't like it at all—we are part and parcel of a community the life of which grows more complicated day by day, with increasing interdependence of the various factors and an ever-mounting toll which the public pays for inefficient or anti-social management of these public and quasi-public affairs.

Only to suggest their range—any complete listing would be impossible—I suggest the school system, civil liberties, labor unions; social agencies such as housing, hospitals, and boys' clubs; the cooperative movement, legislation and its improvement; and last but by no means least, party politics. From all this the normal scientist holds himself quite aloof. Of course there have been—and doubtless still are—a great many exceptions to this general statement as, for instance, Civil Engineer Louis R. Ash of whom the Kansas City Star said: "Every genuine movement for municipal progress had his support. Some have been successful and some have failed, but Mr. Ash never lost his zeal for better standards of government. In his death the city loses an individual backer in courageous civic efforts."

But even if there were thousands within our profession community-minded and active

**Relation of scientists, engineers, others to politics now hot question in Washington. Labor should be interested**

in community affairs, at best it would represent a negligible percentage of the total.

### Isolationism

The rather invidious term "ivory tower" is largely a carry-over from the days when advances in human knowledge resulted from the labors of individuals isolated in most ways from the world outside their monastic cells. Notwithstanding the fact that science and engineering steadily acquire a larger place in our modern civilization, they all but unknowingly practice a form of isolationism which retards social progress and keeps us in many ways from realizing on the American dream of Thomas Jefferson—"a people living in comfort on the fruits of their industry." These callings are still pursued in an atmosphere of fairly complete detachment from that outside world wherein popular support for myriad causes rises and falls by turns and in so doing maps the course for the future of mankind. The modern "ivory tower" bears about the same relation to its ancient prototype as the Pentagon does to a one-time Army post in the Indian country. The quiet searcher after truth of ancient times has been succeeded by a personnel numbering hundreds of thousands included in a complex of technical organizations and

organizations within organizations, the members of which contribute their best to thousands of discussions and publications, some of which are devoted to pin-point specialties.

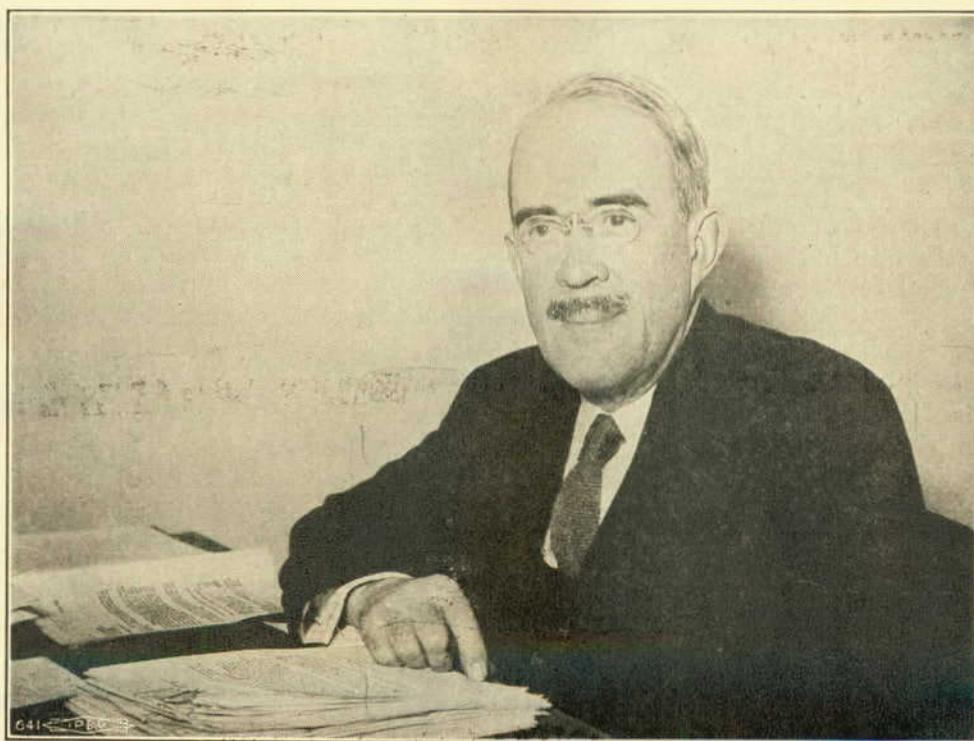
### Follows Tradition

What is the basis of this holding aloof from the hurly-burly of American life? Certainly some of it—especially on the part of scientists—comes about through following a tradition. The student historically was a recluse. Then it is much more comfortable to live and move and have your being in a world where the fact stays put, recurs, and can be weighed and measured, even though "most of the activities of men are carried on in a world of uncertainty."<sup>1</sup> Then if one is sensitive to criticism, answers derived by means of slide rules and test tubes certainly provide for a defense for which one need not apologize. By contrast, statesmen—or politicians if you want to call them that—are apt to respond rather blithely to criticism. An Alfred Emanuel Smith, or either of the Roosevelts, or Gifford Pinchot, or Winston Churchill, if told of criticism, would quite likely take it as a sign of accomplishment, and smiling, possibly remark, "We seem to be getting some clothes out on the line."

Only recently have we begun to have anything approximating a statistical demonstration of the attitude of scientists and engineers toward the great world of men and affairs lying outside the boundaries of their professional interests. Among 200 top-grade members of the major engineering societies living in a large eastern city, only four were found to be associated with the management of its quasi-public social activities, such as hospitals, family welfare, symphonic music, housing, and homes for the aged and children. Among another 200, only two were associated with the annual welfare drive for their financial support.

<sup>1</sup> "Education for Responsible Living," by Wallace B. Donham, Harvard University Press, Cambridge, 1944.

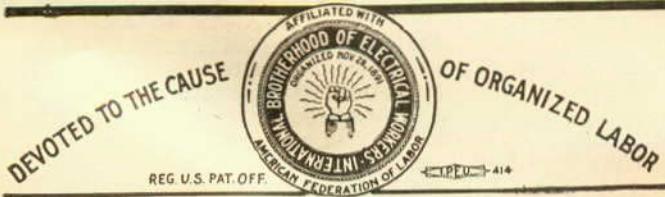
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MORRIS L. COOKE

# JOURNAL OF ELECTRICAL WORKERS

OFFICIAL PUBLICATION INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS



VOL. XLV

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No. 1

**One Way Out** Bafflement by every man of good will in the world today about what to do to control the atomic bomb is the order of the day.

This perplexity is accompanied by a good deal of dejection or flippancy, depending upon the temper of the individual citizens, but it is no exaggeration to say that the world is sobered by the possibility of extinction. To date the military agencies of the world have little to offer for the solution of the power of control, except competitive armaments. Before a high-powered instrument of destruction was invented, competitive armaments solved very little. Wars occurred every generation. Politicians seem equally impotent to go forward to create a world structure capable of preventing war. In the midst of this confusion and bafflement, there comes a new note of hope. It is reported in Washington that the scientists of the world are in the process of organizing a closely-knit association to cope with the problem of atomic energy. If we conceive such an association as a kind of union for the advancement of the human race and the prevention of wholesale destruction, labor people will understand its potential force. If scientists, imbued with the common good, refuse to partake in production and utilization of the atomic bomb in warfare, politicians and militarists will be powerless to carry on that kind of destruction. Thus far, the scientists have shown themselves on the side of life and the side of humanity, but it must be remarked that they are embarked upon a course that will demand boldness of purpose, but above all else, courage.

**Major Strike** In Pullman cars, in department stores and shops, in taxicabs—in short, nearly everywhere in this country a principal topic of conversation is the strike of manufacturers against the public. Customers go to stores and find no goods to purchase. There is a scarcity of clothing, radios, refrigerators, in fact, nearly all major goods. While the newspapers are playing up occasional strikes of workers, they fail to point out that manufacturers have failed to put goods on the market and are waiting to place some on the market until after January, 1946. The public knows the reason: the excess profits tax will be repealed on January 1. Manufacturers do not want to charge profits accumulated in 1945 since V-J Day to the 1945 year of doing business. They want these prospective profits charged to 1946 when no tax will be levied on them. While everything is being done to direct censure against labor as delaying reconversion, nothing is being done to censure the perpetrators of the major strike.

**Housing** In Minneapolis alone, 7,000 families are looking for shelter. This condition is repeated a thousand times in the United States, and as yet there is no solution for this dire situation. Thousands of veterans are returning to this country and are unable to find a place to live. During the war, all home construction had to be stopped except for the more-or-less temporary wartime housing. John Blandford, administrator of the National Housing Administration, gives figures on the housing situation that will surprise even those connected with it:

"On October 1 (1945) we estimate there was a housing deficit of approximately 1,200,000 family accommodations. Between that date and the end of 1946, we estimate that 3,400,000 more families, including 2,900,000 veterans' families, will be in need of accommodations and that less than 1,500,000 accommodations will become available from present or prospective vacancies or from new construction. Thus we foresee that almost another 2,000,000 families, or over 3,000,000 in all, will lack houses or apartments of their own by the end of next year."

Labor in the building trades stands ready to start a great housing campaign. The bottleneck is now in materials, and ideology. There will have to be tremendous team-play and an all-out program if this situation is met with vigor and dispatch. The President of the United States, according to the newspapers, is considering a program of priorities for housing materials so that dwellings can be quickly supplied.

**Prices** A new phrase has entered the vocabulary of most American citizens; wage-price theory. The President of the United States has pointed out that wages should be raised without a corresponding increase in prices. Conservative business men have advocated the repealing of all price controls. Of course, if this happens, the cost of living will skyrocket well beyond the 30 per cent increase it now shows. Still, American business men want price controls taken off.

However, Sumner H. Slichter, professor of economics, Harvard University, well known as a sober and responsible economist, wonders why American business men want responsibility for price control themselves. In an article in the New York Times recently, Dr. Slichter says:

"Business men who ask that price controls be removed before the end of the winter are assuming a grave responsibility. Some of them may not have thought of this. The public expects large increases in prices to be avoided. Do business men feel confident of their ability to keep prices down? Unless they are quite sure of themselves, business managers should think twice before demanding that the control of the OPA over prices be terminated before next June. Were business to let prices rise rapidly, it could lose much of the goodwill which it has won by its remarkable production record during the war."

**Health Needs** Minneapolis labor unions have worked out a program for a workshop on health problems. They are supplying the money and setting up the organization that will cover Minnesota, Wisconsin, North and South Dakota, and other northwestern states for representatives of labor and farm organizations. These representatives will come together and study the health needs

of the region, and will then work out a program to meet these needs. The unions have secured the cooperation of the United States Public Health Service and the Social Security Board. Incidentally, this workshop program is just another indication that America is becoming aroused over the shortcomings of health facilities and is going to do something about it.

**A Reminder** Bishop James A. Griffin, of Springfield, Illinois, addressed the state convention of the Illinois Federation of Labor this autumn. Among other striking things he said: "American industry has come to the crossroads, but only the intellectually myopic refuse to admit it. The massing forces of organized labor, uniting as never before, are voicing by concerted action the plea of the working man for social justice. The voice of American labor will be heard! Those glib propagandists of a decadent social era, with tired accents, still harp with deceptive rhetoric on the old theme that 'free competition is an American heritage.' They forget, however—or perhaps they never knew—that there is as much difference between 'free' competition and 'unlicensed' competition, as there is between 'freedom of expression' and 'libel.' When an employer uses his right of 'free competition' to the unjust oppression of his employee, he stands just as guilty before the bar of Divine Justice as does a man who bears false witness against his neighbor."

**Black List** Adolph Hitler kept careful lists of people (friends) in foreign countries. He had such a list for Great Britain, for France, and for every other country. He also had such a list for the United States. This list has been captured in Germany, but it has not been published in the United States. In fact, no one is definitely sure who has this list. Who is shielding whom? A radio commentator said over the radio recently that the list is too hot to handle and reaches up to many important people. Apparently these people have the power to suppress the list, but the American people ought to know who their friends are.

**What Individualism Means** It is noteworthy that every war criminal has offered as his defense for dastardly crimes the alibi that he was powerless and merely acted upon the orders of his superiors. This is a lame defense. In this country we often speak about rugged individualism, and sometimes rugged individualism is spoken of derisively. Rugged individualism may have important social value. When a man refuses to lend himself to stated aims that are themselves wicked and anti-social, and refuses to do the bidding of that superior when that bidding is destructive and murderous, he is in truth a rugged individualist. The shame of Germany and Japan, and of Italy under Mussolini, was that there was no true opposition in any of these countries against the fascist regime. That is what totalitarianism meant. To be sure, the method of the dictators was ruthless, and many public-spirited citizens died in an effort to oppose the machine. Still, democratic citizens of the world cannot accept as an alibi any such statement that a man is exonerated from the evil he does merely because a commanding officer has told him to do it.

**Collective Bargaining** The National Labor-Management Conference did not develop any great program. Yet anyone who knows the performance of men in groups will understand that real progress was made. The very fact that labor and employers could sit down to talk about basic concepts within the field of industrial relations accumulated some profitable reactions.

We were recently permitted to see some of the confidential documents that passed between employers and labor in this conference, and it is plain that there was a good deal of difference on such a basic concept as collective bargaining. As far as we can discover, the employers were inclined to take a legalistic view of collective bargaining. They consider the framework of relations with labor in a very narrow sense and thought to confine labor merely to the legalistic terms and to even fight labor within that framework.

Of course, this is missing the whole meaning of good industrial relations. Legalistic collective bargaining is only the beginning of real collective bargaining, and real collective bargaining must rest first of all upon confidence. Real collective bargaining then gives labor a chance to make a fundamental and profitable contribution to production and even to distribution. Real collective bargaining releases the energies of workers. Real collective bargaining conceives the worker as an asset to and not an enemy of production.

One of the confidential papers which in no wise has any binding force on the conference did say this about collective bargaining:

"Collective bargaining requires that the parties involved deal with each other with an open and fair mind and with a conscientious and sincere endeavor to understand each other's problems and by agreement to stabilize employment relations and eliminate industrial disputes.

"Collective bargaining imposes upon the parties a serious duty to bargain in sincerity and genuine good faith. They must have a determination to examine all the facts realistically in a tolerant atmosphere. The perfunctory acceptance of collective bargaining, or an adamant or inflexible attitude in negotiations, or refusal to recognize self-evident facts is a negation of collective bargaining.

"Full and genuine acceptance by management of collective bargaining embraces a recognition of the right of labor unions to function. Union security, protected by the collective bargaining agreement, strengthens the process of collective bargaining.

"A collective bargaining agreement is the consummation of the process of genuine collective bargaining. Both parties to the agreement have a solemn obligation to live up to the letter and spirit of all of its provisions, including full observance of sections which deal with grievance adjustment. It is the responsibility of labor unions and employers to educate their members and representatives as to the terms and conditions of the agreement and of the respective rights and duties of the parties under the agreement. A firm adherence by the parties to the provisions of the agreement, and a profound understanding of the mutual rights and obligations of both parties thereunder are essential to the successful administration of a collective bargaining agreement."



# WOMAN'S WORK

## NEW YEAR'S RESOLUTION

BY A WORKER'S WIFE

**N**OW is the time for all good wives to come to the aid of their housekeeping—AND—still have time for leisure, time for hobbies, time for the children.

I am making a New Year's resolution and I urge all my faithful readers to follow suit—"I resolve to be a better housekeeper, a better wife and mother—and have more fun doing it." So there too!

This is how I propose to accomplish my resolution—I pass it on to you for what it is worth. It can be accomplished by making up a schedule—a work plan for every day. By making such a schedule and sticking to it pretty regularly, you'll find you can do your work in approximately half the time and soon be known as the best housekeeper on the block. But first off—before we go any further with this schedule business, let's make it clear that no woman should be an absolute slave to a schedule. If your husband calls up and says he has the afternoon off and how about lunch and a movie, why lady, you should be shot if you say, "Why, dear, I can't go because this is the day I wax the kitchen floor." Being a good wife and mother and a truly alive, interesting person comes before being a good housekeeper, but by making out a schedule and sticking to it "most of the time" you can be all those paragons of virtue.

### This Housekeeping Job

All right. Now here are the jobs a housekeeper should do every day:

Plan and buy food and cook the meals.

Wash dishes.

Make beds.

Dust, mop and straighten rooms.

Clean the bathroom.

Mop kitchen floor and wipe off working surfaces.

Wash out underwear and stockings.

Now then, what are the jobs that have to be done every week?

Laundry.

Thorough cleaning of rooms.

Cleaning of refrigerator.

Scrub kitchen and bathroom floors.

Mending, darning.

Then there are jobs for once every two months—more or less:

Wax floors and kitchen linoleum.

Wash windows and woodwork.

Polish silver and furniture.

Cleaning of shelves, drawers, closets.

Clean basement and attic.

Those are the jobs that have to be done. There are a lot of them, aren't there? (Maybe you'd like to show this list to your husband the next time he mentions his hard tasks as breadwinner.)

Now for your schedule. Get as early a start in the morning as possible and work steadily until all the every-day jobs are

finished. If you get right up from the breakfast table and get at it, the work will be done before you know it and you'll have much more time in the long run to read the newspaper and the new magazine that came in the morning mail and to telephone your girl friends.

### About the Inner Man

About the planning of meals, the buying of food and the cooking, make this as easy for yourself as possible by long-range planning. Keep a file of menus. Decide what you will have for the week and then go out and buy your groceries for the whole week. Keep plenty of canned goods and packaged muffin and cake mixes on hand and you'll be well prepared for emergencies. Always have a few quick menus in your file—meals that can be whipped up in nothing flat—for the

Thursday—Free afternoon.

Friday—Clean kitchen and bathroom, scrub floors and clean refrigerator.

Saturday—Weekly marketing, mending, darning.

As for those less frequent jobs, work one into your weekly schedule every other week or so as you see fit.

Of course all this is based on the supposition that with help so hard to get you do not have a maid or laundress. If you have either, treat her as a precious jewel for you are indeed blessed. Your lot will be a good deal easier and your work can be spread more lightly through the week.

By having your "home" work on a routine basis, you will find (in spite of the imposing array of the week's work as it looks here) that you have more time for yourself.

### The Lady of Leisure

How are you going to spend that leisure time? Of course some of it should be spent in doing exactly as you please—reading the latest love story, sleeping, visiting your neighbors or whatever your inner self desires. But part of it—some little part should be spent in self-improvement. Take a little time for better grooming so you'll be a more attractive person in your more attractive house. Also spend a little time each week in good reading—keeping up with current events and worthwhile novels and plays. And if you have a little time left, a worthwhile hobby can be a lot of fun and bring you and others many happy hours. Here are some suggestions as to the variety of hobbies that are available, though you no doubt have your own preferences:

Flower arrangements.

Nature walks.

Poetry clipping scrapbook.

Candid camera snapshots.

Making quilts.

Water-color painting.

Soap sculpturing.

Cooking foreign dishes.

Collecting antique china (or anything else).

Music (listening to radio concerts, collecting good records, etc.).

Making shell jewelry.

In addition to having a hobby, take a little time out to spend with your children, too, to talk with them, to play with them. This will really pay dividends.

Add all these suggestions together—good housekeeping schedule, more leisure, better grooming, self-improvement, fascinating hobby, pal to your children and what's the sum total? A charming, more interesting you, in the cleanest little house on the street—and the happiest! It's worth trying!

(Continued on page 40)



Good housekeepers plan food purchases and store carefully to save time.

day you get your permanent, or play bridge with the girls or go shopping. You'll find this long-range meal planning and weekly marketing will be a wonderful time-saver for you.

Now then, to tackle those weekly jobs—divide them up throughout the week, *but*, this is important, leave yourself one afternoon off to just leisurely do as you please. You might work it something like this:

Monday—Washing.

Tuesday—Ironing.

Wednesday—Weekly cleaning of living room, dining room, bedrooms.

# CORRESPONDENCE

## Tennessee State Electrical Workers Association

*Editor:* The Tennessee State Electrical Workers Association met in Jackson, Tennessee, November 4, and some very important deliberations took place.

There were three I. O. representatives present and 43 members representing 10 local unions of Tennessee. We regretted very much the absence of 4th District Vice President Gordon Freeman, who was unable to attend due to a serious strike situation. The association was welcomed to Jackson, one of Tennessee's best union towns, by Mayor George Smith, claimed to be the country's youngest mayor. "George" Smith and our "Joe" Barham are on the best of terms so Mayor Smith made us all feel right at home.

Brother M. C. Plunk, of the maintenance of ways for the N. C. and St. L. R. R., greeted the members on behalf of the Jackson Trades Council and brought to the attention of the Brothers the great responsibility of leadership such as labor is taking at this time. Former Brother Ray Lasley, of the Typographical union, brought us a very timely message regarding the part labor is playing in world affairs and made a short survey of the progress of labor and its accomplishments in the last few years. He paid tribute to the Electrical Workers for their part in the Oak Ridge project and other war work in Tennessee. This has been acknowledged by even our anti-union-labor Governor Cooper.

Mr. J. N. Townsend, a fair N. E. C. A. contractor of Jackson, who has worked a great many of our members, stated he was attending as an observer because he was no speaker.

Mr. Charles A. Britton, representative of the Apprentice Training Service of the U. S. Labor Department, of Atlanta, Georgia, explained the indenturing of apprentices and the cooperation with the U. S. Employment Service and the Veterans Administration. He requested a state committee to cooperate with the N. E. C. A. state committee to set standards for apprentices in Tennessee. This has been left up to the local unions because we feel this is purely local union business.

A report was made regarding the presentation of our inspection bill before the N. E. C. A. district convention by Business Manager J. P. Jones and C. J. Maunsell. This group unanimously approved the movement and appointed a committee to cooperate with us on the bill. We appointed business managers, Shands Morgan, Memphis; Duel Wright, Nashville; Dewey Davis, Knoxville, to further the bill.

A recommendation by the business managers of affiliated local unions was accepted and concurred in, to support Brothers Ed J. Brown, G. M. Bugnizet and G. M. Freeman at the convention.

International Representative McMillian explained and urged the local unions to secure agreements with the membership co-ops on the R.E.A. work to be done. A picture was taken on the Madison County steps and a very nice dinner was served in the New Southern Hotel. We all feel that L. U. No. 835 was a royal host and we appreciated meeting in their beautiful home. A rising vote of thanks was given the local and we all went our merry way home to meet in Nashville next time.

CHARLES J. MAUNSELL, Secretary.

**L. U. NO. 3,** *Editor:* A Happy NEW YORK CITY, and Prosperous New N. Y.

Year to all the officers and members of the International Brotherhood of Electrical Workers from the officers and members of Local Union No. 3.

We would like to say right here that we feel that it will not be either happy or prosperous unless we, individually and collectively, put forth our fullest effort to make it so. There is so much to be done if we do not want the benefits we have acquired taken from us that there just cannot be too many workers who are willing to give of their time and energy so that we may hold what we have and get more of what we should have.

With the vast majority of newspapers, off the record, against organized labor, it is necessary that every union man and woman make of himself or herself a union propagandist, by personal contact, writing letters to your Congressmen and other officials and, where one has the ability, by addressing groups whenever possible to counteract the insidious propaganda, financed directly or indirectly by industry, that our newspapers and magazines are so full of.

The present industry and labor turmoil should be indication enough to the most credulous among us that industry, generally, is composed of the same individuals that in the days of preparing for defense of our country went on a sit-down strike, just as surely as any labor group every did, until they got their demands. Only then did production really commence. Anyone who believes that these people who dared hold up the whole nation are going to be diffident about tackling a small group such as a labor union, is too innocent to be living in this day and age.

Keep in mind the Congress that eagerly set aside a fund of \$60 billion to protect industry from losses for two years after war but refused to provide unemployment insurance of \$25 per week for unemployed war workers and veterans or to provide transportation to their homes for displaced war workers.

Also a few die-hard reactionaries in the House Expenditures Committee are making a joke out of the Full Employment Bill sponsored by President Truman.

We could go on and on citing similar instances but we believe that if you will give those noted some deep thought you will make a resolution to do something about it and most important, adhere to your resolution.

To those members of Local Union No. 3 still in the service or in hospitals, we send special greetings with our prayers and best wishes for their early return home.

FREDERICK V. EICH, P. S.

**L. U. NO. 28,** *Editor:* Since the BALTIMORE, MD. last publication, we've welcomed home the following members from the armed forces:

Brothers James Jefferson, Ed Fowler, William Ridge, Edwin Kalb, Warren J. Hastings, John B. Raynor, Jr., Robert Johnson, Arthur Berg, Charles Mays, Edward Fleischer, Richard Franz, Omer P. Kelly, William F. German, Jr., Harry T. Binnie, Norman Abrams, Joseph Beckhardt, John H. Carey, John E. Parks, Jr., A. J. Becker, Jr., Harvey Spurrier, Jr., E. J. Flanagan, George Johns, William Lee Clark, Jr., G. Geisendaffer, Josiah Northup, Jr., Egon Kappes. Quite a few of them were present at our last meeting and the men were very glad to see them.

We seem to be more interested in the affairs of the local as witnessed by the last meeting; it was the largest crowd we've had in a long while. It's always good to see so many men present; it gives one a chance to talk to members they have not seen in many a day.

The most important issue discussed was the contemplation of another raise. We hope we will be successful in negotiating this contract; we feel that we are entitled to an increase in pay.

The strikes which are now in progress in different other trades are affecting us even though we have no part in them. The building trades have been successful in straightening out their difficulties; now we're encountering a nation-wide strike by General Motors which is in the process of reconvertion. Many of our men's working opportunities have been hampered due to this condition. We hope for a reasonable and peaceful settlement of this strike in the near future.

As the holiday season is fast approaching, may I take this opportunity to wish each and every member a very Merry Xmas and a Happy New Year. I hope that a great many of our men still in the service will be home in time to enjoy our first peaceful Christmas in five years.

KENNETH DAVIS, P. S.

**L. U. NO. 39,** *Editor:* It was with CLEVELAND, OHIO deep regret that Local Union No. B-39 celebrated the retirement from duty of Brother Hiram Rector. "Hi" was superintendent of distribution at the Cleveland Municipal Light Plant. He had been employed by the light plant since January 16, 1919. He has been an outstanding executive and at the same time a good union man, in spite of the claim of management that this is impossible.

Brother Rector has been in continuous good standing in the Brotherhood since May 20, 1903. The Brothers at the Light Plant and all members of the local will miss his wise counsel. He plans to retire to his farm near Newark, Ohio, and raise live stock. All his many friends wish him all of the best.

J. C. MASTERS, B. M.

**L. U. NO. 51,** *Editor:* It has been a SPRINGFIELD, ILL. long time since we have been heard from, but I shall try to pass along a few of the things that have happened here since the last writing.

We have had considerable sickness and several deaths among our Brothers. Among others who passed on was Brother Lee Williams. Lee was a charter member of our local and served as flag bearer for several years. He always was active in union work and we always found him willing and ready to help with anything to be done.

Our boys are returning from the service now about the same as in all other groups and with part of them back the old job seems more like old times again.

We have made an effort to take advantage of the electronics course, but for some reason not exactly clear we were unable to put the idea over.

Our local has a new contract with the operating company which gives the men a 10 cents per hour or 10 per cent per hour increase in pay, whichever is greater. If a man was making \$1.00 or less per hour, his increase would be 10 cents per hour. If his wage was more than \$1.00 per hour then the increase would be figured at 10 per cent.

Our officers and committees worked very faithfully.

(Continued on page 24)

# She'll Be Coming 'Round Toyland

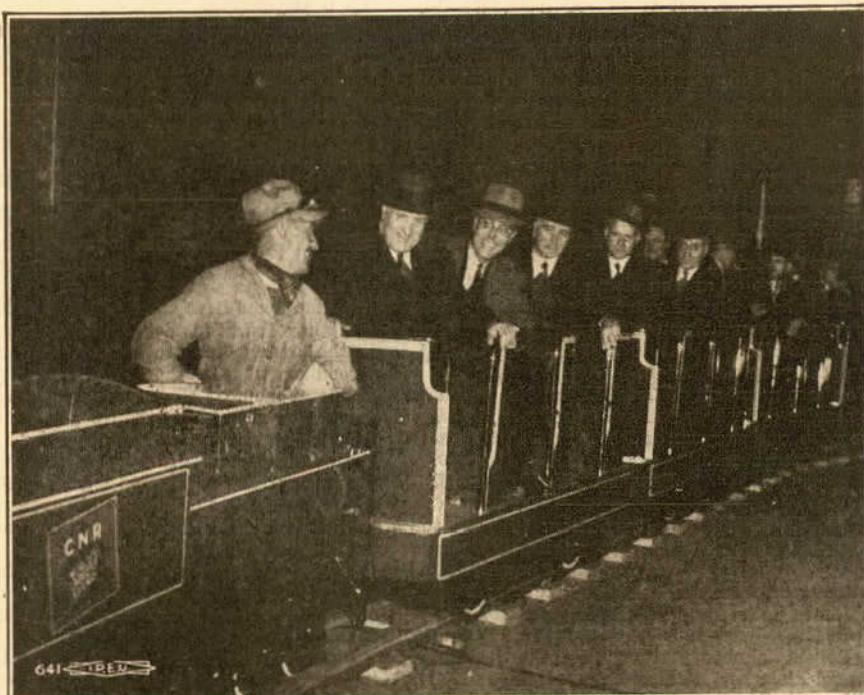
PICTURED here on this page is the "Toyland Special," a miniature train, one-fifth the size of the powerful Canadian National streamliners. This toyland locomotive was made in the Montreal shops of the Canadian National and all of the electrical work was done by members of our Local Union No. 561.

Upon the completion of the "Toyland Special," also known as "6400," open house was held in the Point St. Charles shops and 10,000 men, women and children flocked to the shops to inspect the new little engine. Speeches were made, refreshments were served and all looked to their heart's content. Lucien Turbis, electrician engineer, and member of L. U. No. 561, put the little engine through her paces, ran her around the track, sounding the gong and the chime whistle. Then she and her four cars were given a final polish, packed up and sent to Toronto where it has been coursing its way day in and day out in the toy department of the T. Eaton Company, to the intense delight of the children of the city who flock there for a coveted ride on the "6400."



C.N.R. Photograph

"All aboard!" When the young conductor has checked his watch with that of the engineer, the Toyland Special will be on its way. A small edition—built to 1/5th scale of the streamlined 6400 locomotive which hauls fast passenger trains over Canadian National Railways—carries a delighted cargo of children through Eaton's Toyland, in Toronto. The locomotive, cars and track were fabricated at the Point St. Charles (Montreal) shops of the Canadian National System, shipped to Toronto for reassembly. Shopmen, the wives and children, were interested spectators at the test runs in Montreal.



Left to right: Lucien Turbis, operator; R. C. Vaughan, chairman and president of the C.N.R.; Jack Brockie, supervisor of merchandise display, T. Eaton Company; N. B. Walton, C.B.E., executive vice president of the C.N.R.; E. R. Battley, chief of motive power and car equipment, and A. C. Melanson, works manager.

The little train is 47 feet long; the engine and tender alone, 18 feet, 4 inches. The locomotive and tender are 26 1/2 inches wide. The engine is 36 1/2 inches high. The cars are 39 1/2 inches high and 31 inches wide. The eight drivers are 15 1/2 inches in diameter; the four engine truck wheels, 6 1/2; the two front trailing truck wheels are 7 inches in diameter and the two rear ones, 9 1/2 inches. The 12 tender truck wheels are 7 inches in diameter and the four wheels on each car are 11 1/2 inches. The four cars with three double seats have a passenger capacity of 24.

Members of L. U. No. 561 feel that their splendid little train is but a foreshadowing of the streamlined things we may expect in Christmases to come.

## Ten Men Whose Ages Total 698 Years



Lake Washington Shipyards. Photo by E. E. Kenyon, Jr.

Front row, left to right: Thomas Bartlett, Charles Walker, Daniel Pieon, Charles Archer, Albert Heinz. Back row: Michael Annen, John Green, Daniel Collins, John Fink, and Rush McCargar.

These ten men are but a symbolic group, they stretch from Maine to California, from Florida to Washington. Theirs has been the job of production; the maintenance of the home front. They are those who have come back from the past, the so-called useful age, into the production line and there is no need to ask if their work has been well done. The flow of material to the fighting fronts of a global war is answer enough. These dads of the boys over there, the men of whom no boy need ask questions nor feel ashamed when he returns—these are the men who when the need is

past will gladly say, "Well, son, here it is, take over."

These are the unsung heroes whose names will never be written on the pages of history, but who in the hearts of their fellow men will never be forgotten. They have disproved the old theory that the man past 45 is of no use in or on the production line. The writer has checked and computed the average ages of several crews in this yard and in nearly every one checked, the average age of the workers has exceeded 45 years.

## CORRESPONDENCE

(Continued from page 21)

fully to get this increase. We were asking a 15 cent raise.

The new scale is effective October 1, and a flat \$51.00 was paid as back pay from April 1 to October 1.

Last October our local took out time on Sunday for a picnic. It was for members only and we had a very good turn-out—plenty of fun and refreshments for everybody. It seems we took a popular vote to make it a family affair next year.

Will try to write more often in the future.

CHARLES MILLER, P. S.

**L. U. NO. 58, DETROIT, MICH.** *Editor:* In choosing

a subject for a January letter, it has been necessary for me to associate my thoughts with such things as New Year resolutions, babies in diapers, goodwill greetings, and the perennial yearning for peace and understanding in the days to come which will bring us prosperity and security forevermore—all this in the melancholy month of November. From where we sit at the moment, there will be very few resolutions, definitely no babies (in diapers), some greetings we hope, and only that peace and understanding which comes from DUTY performed, compensated or free, for our union, our loved ones, and ourselves.

Detroit has been very much in the national picture during November. The country was watching our mayoralty election for an indication of the power of organized labor to successfully sponsor a candidate to head America's fourth city; and is at present interested in whether or not that General Motors' headless chicken can much longer successfully reel away from the CIO frying-pan.

The election contest could easily have ended in victory for labor. By a margin of 60,000 votes, many of which were delivered to Jeffries by the Teamsters (AFL) and their friends alone, Frankenstein, the CIO candidate, was stymied in his bid to get this city out of admittedly incompetent hands. Officially, the Detroit Federation of Labor went all out for Jeffries, the incumbent; not because they wanted Jeffries more, but because they wanted CIO raiding less.

It was a clear-cut case of self-preservation of craft unionism. Anyone could have beaten Jeffries on personal qualifications. But, with us, the issue was whether or not our AFL brand of organized crafts was ready NOW to be engulfed by this one-big-union called the CIO; or whether we would postpone the inevitable for two more years.

The word "inevitable" is used advisedly. With 75 per cent of AFL literature today subscribing more and more to socialistic control, and the 25 per cent talking in whispers, how can the craft union expect to survive? Some day, some way, we shall have to take an even more definite stand for our AFL independence. Sticking one's head through a curtain and saying "boo" only when it displeases us will not ward off the monster. If the CIO is fundamentally right, we should join it. If not, we should cut out all the double talk.

In the abortive General Motors strike, the Detroit AFL is being cooperative. We can easily subscribe to the CIO contention that labor and the public generally have every right to know about, and to share equitably in, the products from their labor. Moreover, the contention that buying power must be sustained among the workers to prevent deflation is unquestionably sound, and for that and other reasons our boys are respecting the CIO picket lines.

It is hoped that the strike will not affect Detroit craft unions seriously. There is work to be done outside of GM factories which we hope will keep us busy this winter. When the plants reopen, there will be reconversion work to finish, and we militantly expect to do it. Local No. 58 will keep banging away for work, wages and conditions for Local No. 58 in the good old spirit which has kept this union locally in front since the turn of the century; and by so doing we sincerely hope that our efforts will reflect better times and better living on all labor people around us during the year ahead.

LEONARD SMITH, P. S.

## READ

**L. U. No. 3** appeals to all Brothers to rally to labor's cause.

**I.B.E.W.** carries honors at Tampa Metal Trades Conference, by L. U. No. 108.

**L. U. No. 51** and **L. U. No. 377** negotiate wage increases.

**Member of Calgary local** becomes mayor, reports L. U. No. 348.

**L. U. No. 561** builds a "Toyland Special."

**What "little people" can do to make and break a war** by L. U. No. 611.

**L. U. No. 629** brings us up to date with interesting news.

**L. U. No. 817** reports interesting meeting.

**The world moves fast, and our press secretaries report.**

us that we should all more carefully check our purchases for the AFL union label; that union labels, shop cards, and service buttons are graphic emblems symbolizing cooperation among trade unions for reciprocal interchange of goods and services between union manufacturers and trade unionists; that our union-earned dollars should buy more union-made goods.

I have before me a business card (union-printed) bearing this legend: "Midnight Owl" Bar-Restaurant, Route 5, Ridge, Maryland. (That's down Patuxent River way in St. Mary's County). "Meals at all hours; Seafood in season; Fishing parties arranged by appointment." And who do you think is the "Prop."? None other than our old friend and boon companion, Ed "Midnight" Clark himself. We'll miss him as a lineman but hope to see him now and then as ye jollie host.

It isn't true that Brother Cleveland only shows up to meetings when he wants something, though his absences make it look that way. Ya know what happens when ya stay away, fellas? A "click" gets in, see. And we don't want no "click" running Local No. 70. No siree! So show up, you wander birds, and help run your own local. Beware the "click"!

Charley Seger is a regular meeting-nighter.

Francis Burke has been quite active lately and promises steady attendance.

Haight McKenzie makes meeting nights interesting with constructive contributions. Shorty Price comes often, keeps quiet until he has something to say and then says it.

I'm using Victor Baechtold's name just to spell it right—I once spelled it all wrong.

I'd like to wish our fatherly president, H. O. McKenzie, a peaceful and prosperous 1946, and tender the esteem of all of us for his gentle and truly democratic leadership. Here I would like to say Happy New Year with the blessings of peace bestowed on all.

STAN STANTON, P. S.

**L. U. NO. 79, SYRACUSE, N. Y.** *Editor:* Local No. B-79 wishes to express

its deepest sorrow and regret on the death of George Haelin, father of our Brothers William, our local's president, and Clarence, to the Haelin family. Mr. Haelin was killed by an automobile November 4th, at Oneida, N. Y.

Our Business Manager Thomas Berrigan received letters from two of our former Brothers, Henry "Spot" Aldrich, who went to Albuquerque, New Mexico, a year ago because of his health, and reports the health much improved, also by his description he has been on quite an extensive diet of wild turkey in all its culinary forms. "Spot," as you all know, is an expert on hunting and fishing.

The second letter was from Wilford Huggins, who is on his way to the State of Washington. He reports the misfortune of two tire blowouts and by coincidence in the same city "Spot" Aldrich lives in, although neither knew the other was there.

Both Brothers Aldrich and Huggins wished to be remembered to the boys of B-79.

Locals B-79, B-478, B-554, B-310 and 836—all locals on the Niagara-Hudson Corporation property have by a joint central council body completed negotiations for a new contract and we have received a 90 cent plus a 12½ per cent a week increase in wages for everybody, plus quite a few gains in working conditions.

To those who planned the new contract, to the International representatives and to the negotiating committee, we give our grateful thanks.

Brother John Daly, our International representative, through his tireless efforts, has attained success in winning the election for the I. B. E. W. of the clerical, technical, and office employees. Out of 576 votes cast in the area the I. B. E. W. received 294, U. M. W., 171, U. W. L., an independent, 70, and for no union, 40.

The area includes the Syracuse district of Central New York Power Corporation, Oneida district of New York Power and Light Corporation, and the Pulaski and Camden districts of the Buffalo-Niagara Electric Corporation.

The labor-management conference has, as could

Our indefatigable "Bill" Bollier pointed out to

be expected, many bumps and belly whackers to ride over and through. The responsibility imposed on the delegates is very great. They must not only represent their respective organizations but their recommendations must be such as to win public support.

Neither rough methods nor misrepresentations will bring permanent industrial peace or sound business. Prejudices are expressed daily against striking workmen on the ground that they are causing inconvenience and stopping production of badly-needed goods, but little by little the public is beginning to understand that strikes are directly caused by the acts of selfishness on the part of employers. The public is entitled to facts and should have a more impartial way of getting them than through the daily press in general.

Too much is written about the great number engaged in strikes but not one word of the greater numbers who are peacefully doing their tasks.

FRED KING, P. S.

**L. U. NO. 80, NORFOLK, VA.** *Editor:* Real glad to hear that Brother Elwood Outten has been

discharged from the armed service.

Regret to report Brother Outten suffered a bad burn to his finger—a battery grounded through his ring. Brother Cliff Corzine is confined to his home following a fall from a ladder. Brother C. A. Horn is confined to Norfolk General Hospital following an operation. Here's wishing you fellows speedy recoveries.

Brother Fred Russell is to be commended on his reading of the "objects" of the I. B. E. W. The reading was very timely and it is believed that many of us can be greatly benefited if we study and adhere strictly to these "objects." We can develop higher standards of skill by the formation of schools which will elevate us morally, intellectually and socially. These are important to all of us. Only by the application of higher principles can we expect to enjoy the respect usually extended to professional men. We must not only cultivate feelings of friendship among those of our craft but feelings of cooperation and patronage among other crafts, thereby gaining greater respect and support.

By the time this is read Christmas will have passed but I can take this opportunity to say "Happy New Year."

That's about enough from the "lap-over" (where Virginia laps over into Carolina).

E. A. (MACK) McCULLOUGH, P. S.

**L. U. NO. 107, GRAND RAPIDS, MICH.** *Editor:* Believe it or not, 107 members, we are back in print and if news and items fall

our way, we'll be heard from regularly.

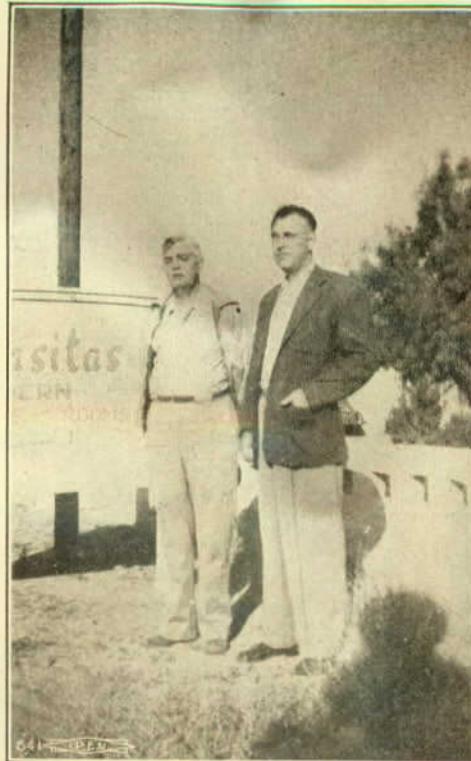
One of the best things we have to report is that our boys are returning from the service. James Peters, Jim Bailey, Bert Polinski, Stewart Peterson and Johnny DeBoer are back, and from what we hear others are on the way. We gladly welcome them home.

Some of the boys have been deer hunting and the only report so far is that George Helms returned with an eight-point buck. There probably will be more reports and some "tall" tales later. One of our ex-service boys said that he had been taught to hold his fire when he saw a white flag approaching, but when a white flag was separated from a set of antlers by a good "hunk" of venison, he was going to shoot.

The enrollment in our apprentice training class is around 25, including many returned vets. Enthusiasm for this training is very evident, and encouragement should be given the apprentice to secure this education along with his daily work. It is going to make I. B. E. W. members the best electricians available.

We also are "angling" for an instructor to teach an electronics class this winter, which is expected to begin after the first of the year. This is a continuance of the electronics class that was conducted last winter, and judging from the comments of the class members, was very educational.

Reconversion and new construction is beginning to get into full swing. It seems that manufacturing interests, both large and small, are



LONG-TIME MEMBERS GET TOGETHER

Tom Birchfield, Local No. B-18, who has been an I. B. E. W. member since 1912, takes picture of W. R. Lenox, former business manager of L. U. No. B-39, a member since 1906, and E. P. Taylor, who is business manager of L. U. No. B-18.

racing to see who can get there "firstest with the mostest." Perhaps it would be a wise thing for us as a buying public to be on the lookout for inferior merchandise as a result of this marketing race, and demand a quality product before we buy.

Between now and next issue, we'll be waiting for choice bits of news, gossip or stories, so send them in.

H. WADDELL, P. S.

**L. U. NO. 108, TAMPA, FLA.** *Editor:* Tampa was recently invaded by

Coast Metal Trades conference. Our assistant business agent, Bob Phifer, who is now president of the Tampa Metal Trades Council, was host to the multitudes.

It has been rumored that lots of business was satisfactorily concluded, but a hard-hearted employer wouldn't permit me to take time off to attend the proceedings. We also understand that the majority of those elected to office were delegates from the various locals in the district.

The last day of the conference, our local entertained the electrical visitors with a banquet at one of the Spanish restaurants for which Tampa is famous. I have a vague recollection of several who were present, so I am asking expert host Bob to append a list of those present and so forth. I do remember that Brother Bill Johnson, of Miami, was accidentally (?) locked in his hotel room one time. The poor fellow says he has been so busy taking care of wire butchers, he hasn't had time to get married.

Brother Stitzlein, of Lake Charles, Louisiana, was one of the last to leave. He seemed to like Tampa very much.

All the visitors to our new hall were lavish in their praise of our meeting place and have just about convinced us that our president, and building committee chairman, Tommy Payne gave us our money's worth. As soon as the curtain for our stage arrives and is installed, we will send pictures and facts to the JOURNAL.

We are still holding our own on building trade work. We are re-negotiating our agreement, which hasn't been changed for over five years.

We hope to have everything settled in time for the next issue of the JOURNAL.

Our president, Tommy Payne, and our new business manager, C. Dennis, attended a conference in Birmingham, called by our International Vice President, G. X. Barker, to discuss marine electrician problems. To all reports, our marine electricians are being well taken care of, and if the postwar work once breaks loose, we may be able to take care of all those who want to work.

We have at last started our electronic school classes, delayed awaiting completion of our building. Brother Bob Seiden, who attended the course at Marquette University, is the instructor. We have a class on Friday night, also one on Sunday morning. We hope to add some "refresher" courses soon, also apprentice training.

I had the pleasure of visiting Local No. 175 in Chattanooga at one of their regular meetings in October, when I took a much needed vacation.

Bob says here's the real dope:

List of visitors: W. L. Holst, international representative, 5th district, Beaumont, Texas; R. L. Webb, international representative, 7th district, also delegate of Local No. 390, Port Arthur, Texas; G. I. Lawson, assistant business manager, Local No. 716, Houston, Texas; Pat Alexander, business manager, Local No. 752, Houston, Texas; T. K. Stitzlein, business manager, Local No. 861, Lake Charles, Louisiana; V. R. Holst, business manager, Local No. 479, Beaumont, Texas; William C. Johnson, business manager, Local No. 349, Miami, Florida; S. A. Shannon, business manager, Local B-505, Mobile, Alabama; Brother S. G. Dobson, Sr., and his able assistant, Joe Ferrera, representatives from Local No. B-130, New Orleans, Louisiana. We were also honored by a visit from the vice president of the Georgia State Federation, Brother W. L. Ferrell.

The elected officers for the coming year are as follows: President—Joe Cummings, of Tampa, International Association of Machinists. First Vice President—S. G. Dobson, Sr., of New Orleans, International Brotherhood of Electrical Workers. Recording Secretary and Treasurer—Johnny VanDillon, of Panama City, United Brotherhood of Carpenters and Joiners. District Vice President—R. G. Phifer, of Tampa, International Brotherhood of Electrical Workers.

We do not recall the names from the other districts, but several vice presidents were members of the I. B. E. W.

From all indicated reports to the host of this convention, it was carried out in a very satisfactory manner. We have to this date yet to receive a complaint. In addition to Brother Phifer, our delegates to the conference were Brothers L. T. Payne, our president, and one of our hard-working committeemen, R. D. Kelley.

CHARLES A. SCHULDT, P. S.

**L. U. NO. 212, CINCINNATI, OHIO** *Editor:* The elec-

tronics class of Local No. 212 has started to function again for the 1945-1946 season. The attendance has been fair, but not up to expectations. It is hoped that more of the members will find time to attend this class. The committee has worked hard and they deserve the cooperation of all the members.

Our new president, Brother Leo Ober, appointed a rather large committee to arrange for our annual dance, to be held sometime after the turn of the year. This affair should be tops.

From all information obtainable, it seems that the construction game is entering a period in which a large volume of work will be done. By spring of '46, Local No. 212 should be pretty busy.

We are very happy to have so many of our ex-servicemen returning to the jobs. We are thankful to the Divine Providence that our loss was no greater. It is our fervent hope that we will never again be called upon to send our sons and brothers forth to war. Right now, it doesn't look so hot. The world, including ourselves, needs bigger and better statesmen. Men who are less familiar with the words "I" and "ME"—men who are not showmen, but "Doer's." General "Ike" is such a man. The people should be satiated with the doing of clowns and egotists and be ready to turn to something more substantial, I hope.

VICTOR J. FEINAUER, P. S.

**L. U. NO. 226, TOPEKA, KANS.** *Editor:* Meeting just held November 7, finds us all busy in our labors, striving to push along our part of this gigantic task of reconversion. The rubber plant here is continuing its expansion program. Men who were formerly here have been called back to help complete it.

The meeting was a good one. Favorable action was taken on various labor problems. Attendance was good in spite of cold weather.

Our apprentice school is meeting with success and is well attended. We have a very able teacher for the class.

Brother Bell and Brother Cooper of the armed forces are home to do civics and are getting ready for home duty.

We are very sorry to report the death of our Brother Goldsmith.

Work over the city is holding out very well. Our business manager, Brother Giesert is fairly busy now in behalf of the M.V.A. It looks as though big business is not nearly so ready to furnish the goods to the dear old public as it was to furnish Uncle Sam. They know that they will be asked regarding their prices, which represent a huge profit, but still they cannot give the one who produces, a fair and just wage. The time is about here when labor is going to see to it that the melon is cut in a different way.

Well I will be on hand for the next issue with more news.

C. C. SHAEFFER, P. S.

**L. U. NO. 309, EAST ST. LOUIS, ILL.** *Editor:* Re: Adhesion vs. Cohesion. These words "adhesion" and

"cohesion" intrigue me.

One is where "something" unlike sticks to a (for the time being) friendly foreign "something else." Like a nice cozy "company union" sticking to an indulgent patrimonially inclined industrial corporation.

In this time we are seeing some paradox on that kind of stuff—such as "Ma Bell's" company union really striking and going places; or like Union Electric Company of Missouri's Tri-State—C.I.O.—spot-changing chameleon, name-changing company union with which they no longer are bedfellows—since the choice between the A. F. of L. and this kaleidoscope (it's here now—now it ain't) C.I.O. Utility Union and Labor Relations official election of over two to one in favor of A. F. of L. Now the Union Electric Company will do collective bargaining with the A. F. of L. at long last! (How did I dispose of adhesion, guys?)

Comes "cohesion". Well when you see a piece of hard, tough steel—that's cohesion. It likes itself so well that it sticks together—and how! Should you find a flaw in the steel where it does not stick together you can break it there. Things stick together well when they have strong attraction to get together.

Should they have division, dissension, hatred, jealousy, little mean hearts, with small capacity

to unite, or like anything very well, how can you make unity and tight cohesion with a strong front against your common adversary?

Now don't look at the other guy. This medicine is to be taken inwardly. So look inwardly, and say—how do I, me, myself, help this sticking together of my local union? Am I its flaw, and do I urge my union Brothers to hate and jealousy, am I the louse that's breaking up my local?

Is this thinking out loud? Well, anyone can be honest sometime, can't he?

So long!

RUSSELL G. IDLE, P. S.

**L. U. NO. 348, CALGARY, ALTA.** *Editor:* Brother

James C. Watson, Local No. B-348, elected Mayor of Calgary, Alberta, Canada, Wednesday, November 21, 1945, will go down in history for the labor movement in Calgary and the Electrical Workers in particular, for this is the day "Jim" Watson, as he is known to us, chalked up one of the most spectacular votes in the mayoralty race in this city.

Method of voting was by transferable ballot but Jim went in on the first count, having a majority over his two opponents of 949 votes. The mayoralty vote was the second largest ever cast in the city of Calgary.

Mayor-elect Jim Watson was born in Lexington, Kentucky, in 1891, of British parents. He attended school in Halifax in 1898, Boston in 1902, and New York in 1905. He started in the electrical trade as an inside wireman and first joined the I. B. E. W. in 1908, in Albany, New York. Jim was introduced into the telephone business in 1910-11 where he put in two years with the Bell Telephone Co., Hudson River Division.

The lure of the West brought Jim to Calgary in 1912, where he again started work at electrical wiring and had his card in old Local No. 410, I. B. E. W.

Early in 1915 he joined the 56th Battalion and went overseas in 1916 where he was transferred to the 50th Battalion to serve in "D" Company and the machine-gun section, known in those days as the suicide squad. He proceeded to France with the 50th Battalion and received his first wounds on the Somme. He was back in the line when the 50th went to Vimy but was transferred to the 4th Division Signals to be wounded in both legs at Cambrai.

He returned to Calgary in December, 1918, and was discharged in March, 1919. Jim then took a course at the re-training center at the Old Colonel Walker School under the Department of the Soldiers' Civil Re-establishment; after which he again took up electrical wiring and was in business for himself a short while before joining the staff of the Alberta Government Telephones in 1920.

Brother Watson is past president of Local No. B-348, also of the old Canadian Labor Party. There are few years indeed that he wasn't a delegate to the Trades and Labor Council of which

he has now been president for about three years. He was a delegate at the last convention of the I. B. E. W. held in St. Louis.

Brother Watson was an early member of the Great War Veterans Association and is a member of the Canadian Legion, No. 1 Branch. He is also a member of the Rehabilitation Council and represents labor on the appeal board of the Unemployment Insurance Commission which considers disputes between claimants and the commission.

Brother Watson was elected to the city council at the 1943 elections and will conclude his two-year term at the end of the year.

The Watsons have two children and one granddaughter. The eldest, a son, is Capt. Duncan Watson, who served with the R.C.A.S.C. for two and one-half years in northwestern Europe. The daughter, Janet, is the wife of Maynard C. Regan, on the clerical staff of the army at Suffield, Alberta. They have a daughter, Anne.

Mrs. Watson, the former Alice Swift, was a school teacher until her marriage. She was principal of the Riverside Bungalow school in Calgary.

O. GARDNER, P. S.

**L. U. NO. 377, LYNN, MASS.** *Editor:* Here is the biggest little local in the organization coming in on a rather delayed beam, the reason being to gather a little news.

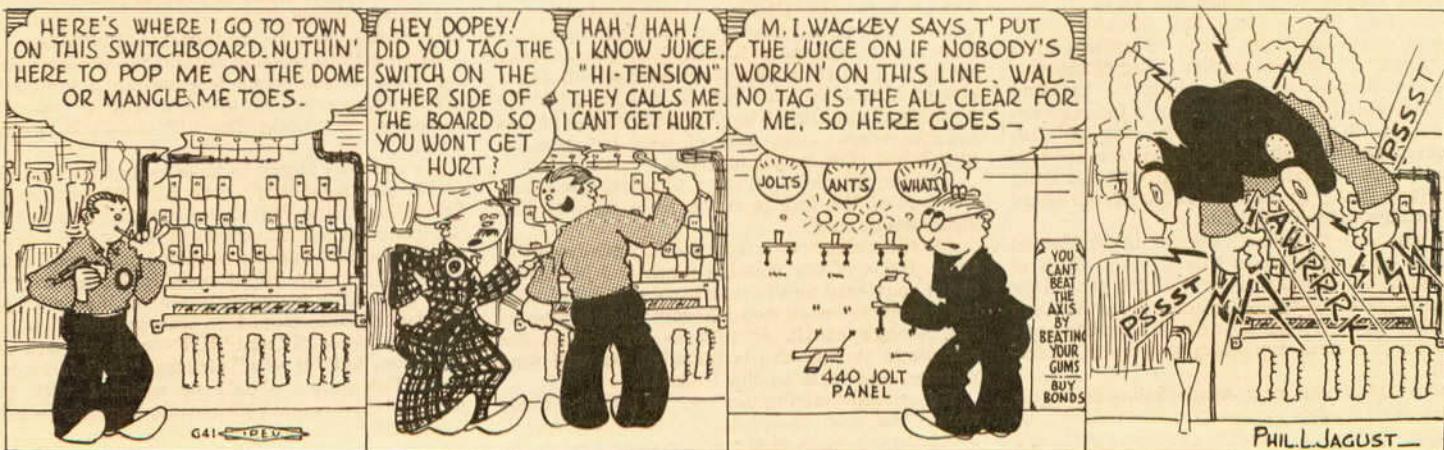
We are fortunate in having all our boys who were members back from the war and are waiting for the members' sons to some back as we have a place for them in the field. Meanwhile we are trying to take care of all the appeals from other veterans that we possibly can. Our business agent has a full time job on his hands but business is as good as it has been—in fact since we have been in existence. We have just received the green light in all directions, meaning the signatures on the dotted lines for a 15 per cent raise, bringing our scale from \$1.50 up to \$1.72½ per hour. Also a satisfactory deal on use of our own cars for business purposes was negotiated. We tried for a vacation with pay but conceded that until some later date. Incidentally one of our largest contractors gives his employees a week with pay now.

In one of our recent State Building Trades conventions, as a delegate I had the opportunity to gain some information as to the possible procedure of the governmental issues to follow and with our worthy business agent, proceeded to enlighten the agreement committee of our local with same, which made the part with our signers a lot easier, inasmuch as there was as little protest as I have ever heard on these agreement changes. Our international vice president, John Regan, spoke at this convention on two subjects—the necessity of handing out the right answers to the applying veteran, and the hoarding up of funds of various trade locals. He was very good, advising the right course to follow.

## Dopey Dan

## VOLT JOLT

Phil. L. Jagust, L. U. 277



On Armistice Day we convened at Fall River, Massachusetts, with our State Electrical Association in session. It was, as was passed along by various speakers, one of our best meetings. We were honored by a visit from our International President Ed Brown and also our ex-President Dan Tracy, whom we all know now as Assistant Secretary of Labor. They both spoke highly of our group and imparted to the delegates some highly valued recourses to follow. They presided more or less at the banquet that followed our first session and as there were a lot of lady guests they really made a hit, especially with the wives of delegates. Right about here is the time for hats off to George Cortell, business agent of Fall River, for his superb job of arranging such a swell set-up.

Well, since we are so near the holiday season, I want to take this opportunity, on behalf of Local No. 377, to extend to the Brotherhood a wish for the success, happiness, and good luck that it richly deserves.

DON. PENDLETON, P. S.

**L. U. NO. 558.** *Editor:* At the regular meeting of James R. Crowe Post No. 27, American Legion, Sheffield, Alabama, November 26, 1945, labor received a direct attack via the enclosed article. The poison pamphlet is meant to turn the returning service men against labor. We members of local unions must be keenly alert to brand this kind of literature immediately as being most un-American and we must not delay an instant in retaliation.

A great percentage of the returning World War II veterans have had little contact or knowledge of facts relative to the Herculean effort and sacrifice made by labor to the war effort. They were too young to have worked at a trade any length of time before entering service. What reading material there was available to them was almost invariably against us.

We cannot afford to let this challenge go unanswered. The enclosed pamphlet appears to be either directly or indirectly N. A. M. in origin. Even though the C. I. O. is the principal target they laid down several rounds in our general direction. Unless we can effectively retaliate immediately we can expect plenty of the heavy stuff to be coming over. The N. A. M. has some really high strategists. We know what to expect from now on and must make preparations accordingly.

This is not written to criticize the legion. When asked the source of this poisonous literature, the post commander answered: "I don't know; I found it on the desk." He stated, "I have not read it." Fortunately three of the legion members present were members of this local union. One of them explained to the members that it was apparently published by the N. A. M. directly or indirectly, and the N. A. M. has fought the legion for years through devious means. Also it was explained that the object was to split the legion, in as many parts as possible, thereby rendering it as useless as possible.

Please publish as much of the enclosure as possible and the picture showing unions as the tyrant. (Space limitations preclude publishing any of the pamphlet.) The cover of the pamphlet asks "Must We Have Government by Violence Instead of by Law?" Copies may be obtained by writing Henry Grady Weaver, 3044 West Grand Blvd., Detroit 2, Michigan.

Our business manager, George E. Jackson, has been successful in placing most of our members who become unemployed on other jobs with a minimum loss of time. There is not much construction of the heavy variety in this jurisdiction at this time. We are delighted to report that a large percentage of our members have returned from the service. They receive AA-1 priorities on everything and everyone is very happy to have them back. The Ruptured Duck really means something in this local union.

J. GUY DANIELS, P. S.

**L. U. NO. 561.** *Editor:* Local Union MONTREAL, QUE. No. B-561, Montreal, Canada, has at last, after a prolonged period of obscurity, emerged into the correspondence limelight with the sin-

cere hope that our 56-page, or more, issue of our JOURNAL will also be a welcome come-back, and a premonition for a greater, more successful 1946, certainly more joyous with so many of our boys returned and returning, from the theaters of wars, and getting back into harness at their several occupations in divers places. Quite a number have reported back to work at both railway properties in this city, Canadian National and Canadian Pacific and we, who through circumstances of some kind remained at home to carry on, say with our greatest sincerity, we are glad to see you back.

Local conditions, in so far as the railways are concerned, are not bad. There appears to be lots of work and our local union membership has been steadily increasing, and we are proud of now reaching over the 500 mark and potentialities for further increases appear on the horizon. We will comment on this when certain new shops on the roads in this city are under construction.

While we feel proud, and we think we ought to, at the growing strength of our local, we also feel certain regrets that a number of our members are going along with the march of time and reaching that period when they lay down tools and fill in application for pension benefits, and we say to these boys, "We miss you both in the shops and at the meetings." Some day I hope to see this local union set aside a night to call in our boys on pension and allow them to take over and talk over, with stories, reminiscences, and the like. Let them feel that they are still with us, even if they cannot actively participate, they can be good ambassadors of the benefits of organized labor, and are usually listened to with interest by our younger members.

As requested by the International Executive Council we held our elections for the forthcoming convention, the results being Brothers W. B. Walsh and L. A. McEwan by the C.N. membership, Brothers A. Grey and D. E. Burns by the C.P. members, and Brother Elliot, C.P., elected at large. We are now awaiting word of the time and place.

The electronics classes of this local union are going along extremely well, and all those enrolled, seemed highly pleased with the progress. The courses are held weekly at McGill University, and at present there are about 90 enrollees. The members of the committee assigned to the forming of the classes are worthy of our greatest appreciation of their untiring efforts to make this a success. They have accomplished that objective.

We take pleasure in announcing an unusual development which recently occurred in the Montreal shops of the Canadian National, which was the making of the electrically operated "Toyland Special" miniature train, which is only one-fifth the size of the powerful Canadian National streamliners. All of the electrical work was done by members of L. U. 561, and the operator shown in the photo is Brother Lucien Turbis of this local. The work has been greatly complimented in all the Montreal newspapers, and officers of the company and employees at the shops are gratified at the outcome and, needless to say, the journeyings of the "Toyland Special" as it courses its way, day in and day out, in the great department store of T. Eaton Co., in

## NOTICE

Will the men who have their tool boxes in the office of L. U. No. 277, 116 Broad St., New York City, please come in and identify them and remove them?

Fraternally,  
MARINE LOCAL NO. 277,  
PETER SHARKEY,  
Business Manager.

## NOTICE

Please notify everyone to stay away from Jacksonville as we have no work available here at present.

C. G. SMITH,  
Business Manager.

the city of Toronto, carrying its greatest of all human freight, the youngsters of the country, carrying them, we hope, to a future filled with health, success and peace, and secure in the knowledge that their train was built under the same conditions as the powerful streamliners of the Canadian National and the Canadian Pacific by organized labor, the greatest guarantee of safety and security.

Now, Mr. Editor, we crave your indulgence if we have exceeded our allotted space, but as we have not encroached upon that privilege (of which we are not proud) for such a long time perhaps you will allow us the necessary inch or two. We thank you.

We say, "au revoir" to Brothers Hassam and Higgins, C.P. and C.N., respectively, who are joining the roll of honorable pensioners. We wish them nothing but the best.

We publicly acknowledge our thanks to L. U. 353, Toronto, for its valuable assistance in the formation of our electronics classes. It is our intention to submit articles more regularly for publication in our valued periodical.

L. A. McEWAN, P. S.

**L. U. NO. 611.** *Editor:* Recently Jim ALBUQUERQUE, Lucas who earned N. MEX.

eight battle stars in the Pacific serving with the Marines returned to join the staff of Scripps-Howard reporters. In one of his first articles he blamed those he called the "little people" for being largely responsible for wars because of their antipathy to armaments. Among the "little people" he mentions mothers, preachers and educators.

On the other hand, Mr. Lucas mentions admirals and generals as advocating military training and large armaments. Military men naturally plan for wars. That is their life work. War is all they know. Their jobs depend on it. We wouldn't expect them to do anything to abolish war.

When one nation arms, other nations feel they must arm in self-defense and the thing is equalized; an armament race is on, the people are impoverished and we get nowhere but to another war.

At the present time America is taking the lead in talking war and many would have us go ahead planning for the next war as if it were a foregone conclusion.

If we would squash our war talk and stop trying to dictate the policies of other nations half way round the world from us, and put as much hot air and printer's ink into fostering friendly and cooperative relations with the rest of the world there would be much less probability of a third world war.

Mr. Lucas' article brought forth much response both pro and con by prominent Albuquerque citizens in the local Scripps-Howard paper. Probably the most interesting answer to Mr. Lucas, from the viewpoint of labor, was by Fred Calkins, principal in the Albuquerque schools. Mr. Calkins fought eight months in France in World War I as a first lieutenant. Mr. Calkins' letter follows.

Fresh from the smoke and fumes of the officers' clubs from Guadalcanal to Iwo Jima, Jim G. Lucas comes through the medium of the Scripps-Howard Newspapers to tell the "little people" how funny they are. Lucas' thinking is as remote from the atomic age as Alley Oop is from a B-29.

Two million conscripts of the emperor's army on Honshu saw Hiroshima and Nagasaki go up in smoke and couldn't turn a hand. The propellant which lifted these two cities from their ancient foundations was a product of professors, the "little people" that Lucas seeks to belittle.

In the next war 1,000 trained air crews with the support of their ground crews could wreak devastation on the fortress nations of Europe so that half a million men with pickhandles and pitch forks could do a cleaning job.

Mr. Lucas thinks the war is over. What are he and his five million conscripts going to do about a 300-billion-dollar debt, millions in unemployed, one home in six wrecked, crime and delinquency mounting, 200,000 alcoholics, five million trainees rejected because of ill health and illiteracy?



Front row: R. E. Crossman, treasurer; A. A. Bourque, financial secretary; Brothers E. F. Steeves, G. E. Power, R. M. Robinson, F. E. Doucett, President, L. U. No. 629. Second row: George P. O'Neil, F. Leger, H. Batherson, J. Bernard, R. J. McLellan, P. Mitton, R. Somers, C. H. Bauer, Len LeBlanc, A. J. Leger, L. E. Horsman, J. F. McKinnon. Third row: G. Robinson, M. G. Atkinson, G. S. Battis, P. McDonald, J. F. Gillespie, J. A. Boudreau, C. Moulard, pianist.

These are the spawn of war thrice compounded in militaristic Europe. Their cure lies in an educational environment based on a doctrine presented by a despised Teacher and Preacher of the "little people" — "Love thy neighbor as thyself."

The intuition of some 11 million mothers is as likely to strike about as sensible a medium as 172,000 brass hats that want to rule a volunteer army of about twice that number.

Come out of the haze, Mr. Lucas. This is the age of the A-bomb. Let's turn a few thousand technologists (professors) loose on atoms and rockets while the rest of us get busy on social science and learn how to make social ideas tick like technological ideas tick.

JAMES MERRIFIELD, P. S.

**L. U. NO. 629, MONCTON, N. B.** *Editor:* It has been a long, long time since this railroad local union has contributed to the correspondence section of our JOURNAL, hence in a small measure we may justify our lack of indulgence in letting our Brothers all over the continent, and especially Canada, know that we are in existence and still surviving, by this submission of what we do consider an epoch in our history since we were granted a charter.

At the regular meeting of this local held in the month of October, which concluded with a social entertainment, the members employed by the Canadian National Railways (Atlantic Region), celebrated in a fitting manner, and also paid tribute and honored three members in the persons of Brothers Edgar F. Steeves, George E. Power, and Raymond M. Robinson, all of whom have been retired on railway pension after many long years of service in the electrical department of Moncton Shops, car and locomotive sections; they were also retired on Brotherhood pension in respective order. Brother Steeves was the first member of this local to receive this beneficial feature several years ago, and probably might be considered as being one of the first members of the railroad group here in Canada to enjoy this feature. To be sure, he was the first here in this section of the country. Brother Powers was electrical foreman, car department, for many years, and all through his long membership years he was always a consistent and loyal member of the local; prior to his being promoted to foreman he was regional chairman for several years. This experience made him a valuable asset to his successors in many ways. Brother Robinson was also a really valuable member, and for many years was financial secretary of this local and will be remembered by many of the older members who very often benefited by Brother Robinson's advice and guidance while in office.

Following the business section of the meeting,

group pictures of our three honored Brothers, along with the officers were taken, and a group picture of those present. This was followed by music and songs, then a presentation took place wherein the three Brothers were presented 25-year honor buttons jointly by the President, Brother Frank E. Doucett, and General Chairman A. A. Bourque. The president complimented the honored members on their many years of association in the railway service. He pointed out the fact that they were the first from this local to enjoy the pension provisions of the I.B.E.W., and expressed the wish that they might be spared many years to enjoy the pension.

Following the president's remarks, Brother Bourque, financial secretary and regional general chairman, addressed the honored members, congratulating them as being our honored guests and a credit to our membership, this being especially so in view of the feature surrounding our pension plan, further pointing out to the members present that it pays to be loyal to their parent body as well as to the local union by the payment of their monthly dues to keep them in good standing for qualification to the pension and insurance within the Brotherhood. He stressed the importance of all members taking an active interest in the affairs of their local at all times, which was very helpful to the officers carrying out necessary mandates beneficial to the membership at large, especially when wages and conditions were desirable.

Brother George O'Neil, local chairman of the Railway Carmen, who was a guest, was called upon for a few remarks; he referred to his long association with the railway labor movement, and congratulated the honored members eligible for the I.B.E.W. pension, and stated that we had a real worthwhile proposition in our pension plan.

The committee in charge of the program consisted of Brothers R. J. McLellan (local chairman), Ryerson Crossman (treasurer and recorder), James C. Kennedy, vice president; Percy Mitton, R. J. Hickey, Alton Tower and Len Arsenault. Brother Kennedy, vice president, was unavoidably absent due to having suffered an accident several weeks ago at the coach yard, and being confined to the hospital following the accident. Hope was expressed by the meeting that Brother Kennedy's condition would rapidly improve and allow him to resume duty in the near future.

Along with this letter we are submitting two pictures taken during the celebration, one portrays the three honored Brothers along with the three officers present. The other is that of those present at the time, and we would appreciate your reproducing same along with this letter in the JOURNAL for the benefit of those not able to attend.

RAY J. MCLELLAN, P. S.

**L. U. NO. 637, ROANOKE, VA.** *Editor:* Well, boys, looks like snow will drive some of us to the southland again this winter. I understand things are not what they were down under. Seems as though the bottom has fallen out of the gravy boat for a while. But no matter how dark things get they always seem to brighten after a while. So all you Brothers out there, keep your chins up and your fingers crossed. Maybe we will beat this ole thing called hard going which hit us all at the same time and with the same kind of blow. I am in the same boat as the rest of you, so let's stick together and whip ole man blue days for once and all. What you say, gang?

I am still looking for some of you Brothers to send me something to fill up my space in the WORKER. Come on, you guys, and give. I know there are a few among you who would like to express yourselves in the WORKER, so why not now? This is a good chance to let off a little steam.

Looks like we of ole 637 are going to get the chance to do a little bit of getting together ourselves. The Brothers in the next state to us are on the right track when they are keeping the electrical work going on in their state for themselves. I think that is a very good idea and we are fools if we don't take advantage of the same opportunity when we have the chance. So all you Brothers from the State of Virginia who attended the meeting in North Carolina November 18, do something even if it's wrong. I don't see where we can go wrong on the idea, do you?

It looks like we have another one on the fire. The biggest manufacturers of the ole shooting stuff have signed an agreement with the IBEW. Sounds good to the boys in this neck of the woods. We have been after them for some time. Looks like they have seen the light at last.

How many of you Brothers out there have not received the WORKER for some time? You know all you have to do is send in a change of address to the Editor and your WORKER will be sent to you no matter where you are. They want each member of the IBEW to get one so they can keep up with what is going on in their own locals. So sit down and drop them a card or, better still, send the clipping from the WORKER so you will be sure to receive yours.

Looks like we are going to have another convention in the near future. Hope the delegates who are elected go and bring back some good stuff for us guys who cannot attend. How about it, guys?

F. J. CLOYD, P. S.

**L. U. NO. 665, LANSING, MICH.** *Editor:* I wish to take this opportunity to wish you one and all a Happy and Prosperous New Year and to thank all who have helped us out in the past year.

We are welcoming home many of our boys who were in the service. The more recent Brothers to return are Paul Durling, Nick Panessidi, "Bill" Trombley, Jr., Vaughn Lake and Glenn Coryell.

By the time this is printed we hope to have our apprentice school going. It is being taught by Mr. George Sigg who was a member of L. U. No. 8, Toledo, Ohio. The classes are held in the Technical High School and are set up so that as new members enroll they do not lose out by starting late, as each new man starts from the beginning. L. U. 665 has waived its share of the initiation fee to veterans who start as apprentices.

We accepted, with much regret, the resignation of Brother George Copp, who has been our financial secretary, and wish him much luck in his new business enterprise. His duties are being capably filled by Brother Dale Geiger.

Brother George Root has started in the electrical contracting business, specializing in the smaller work. He has a few men working for him and hopes to be able to put more men on soon. And while we are in the plugging mood we must not forget Brother John Kowatch's fish bait business on S. Cedar St. Also, you Izaak Walton followers who happen over to Lake Odessa, Brother Art Bartels has plenty of bait and boats for rent.

Several of the brothers have returned from the north woods with some mighty fine buck

deer. Others have come back with good stories about the one they almost got.

Our business agent requests that all take note of his name and address—Fred E. Coryell, 525 N. Chestnut, Lansing 15, Michigan, telephone 51333. It is quite embarrassing for our late business agent's widow, Mrs. Jesse R. Beckwith, to be getting mail and calls.

The steel has started to come in for the power house addition, also several other buildings are being started in this area.

Of course, L. U. 665, like many other local unions, is negotiating for a wage increase.

Well, guess I have rattled on long enough for this time.

ELMER COWDRY, P. S.

**L. U. NO. 697, GARY-HAMMOND, IND.** *Editor:* Local 697 is starting its winter bowling season off with a bang. We have six teams of bowlers, veterans of many a hot night at the alleys, real shock troopers!

We are all set to take on the best that our Michigan City boys can muster up, so look out, here we come, M. C.

We all sympathize with our Brother member, Charles Reed, who lost his wife recently.

Mrs. Reed was taken suddenly and we know through our own experience what it means.

Here is a matter that seems to be of much importance to all locals in the I.B.E.W., and that is the question of time-and-one-half pay versus double-time pay. In our jurisdiction we are placed in a position of insisting on the double-time system of overtime pay and thereby losing a huge volume of plant construction work or of continuing the wartime emergency plan of time-and-one-half for overtime work and thereby holding and gaining more construction work.

The sentiment of Local 697 members seems to be in favor of the time-and-one-half proposition.

Several locals of the other building crafts have already decided on time-and-one-half overtime pay.

How about some of you press secretaries of the I.B.E.W. expressing the sentiments of your various locals in your next letters on this subject?

We would like to know how other I.B.E.W. locals feel about it.

Our Twenty-Five-Year Club, No. 1 of the I.B.E.W., recently held a social get-together and spent a very pleasant evening.

The next meeting of our club will be held on December 5, and all members are urged to be present.

H. B. FELTWELL, P. S.

**L. U. NO. 817, NEW YORK CITY, N. Y.** *Editor:* Well, Brothers, here we are in 1946, so let me wish

you all a Happy New

Year, and hope that all you Brothers had a very Merry Christmas. This being the first holiday season in years that the fear of war has not hung over our heads, we really have something to be happy about. So once again, "A Happy New Year."

At the regular meeting of this local union held on November 8, 1945, we had a very interesting meeting which I believe is worth while reporting.

President Marsch called upon Past President Dan Regan, who is now affiliated with the International Office as International organizer, to obligate some 30 new members. Brother Regan asked that all members present also take the obligation in unison. It was an inspiring sight to see and hear about 100 members repeating the oath after Brother Regan, who recited the obligation from memory. After the obligation Brother Dan spoke a few words of welcome to our new Brothers and very strongly reminded them that they were in fact the organization.

President Marsch at the conclusion of this ceremony then called upon another past president of Local B-817, Brother Sam Greene, to present gifts to our retiring officers. These gifts were given in appreciation of faithful service rendered by the following Brothers: Past President Dan Regan received a very beautiful watch for 10 years service on the executive board, Brother Henry Mitchell also received a watch

## Greetings:

As the bowling season has already started with many of the I. B. E. W. locals sponsoring leagues, we wish to announce that the locals interested in competing for the champion bowling team of the I. B. E. W., notify the International Office of their intentions not later than January 30, 1946, so that arrangements for the 1946 tournament can be made.

The two competing groups last year were St. Louis and Milwaukee, with St. Louis taking the championship and the silver trophy. Other groups were interested and would have participated but could not do so due to travel restrictions and the emergency. This year, however, as travel restrictions have been lifted, it would be very interesting to have a number of locals from various cities participate and it is our earnest hope that more than two teams will compete.

A beautiful silver trophy, donated by President E. J. Brown, must be won by a local's bowling team three times before it becomes their permanent possession, and the St. Louis Bowling League is the first winner. Come on, boys, let's see who will be the 1946 championship team.

With best wishes, I remain,

Yours truly,

GEORGE ALBRECHT,  
President, L. U. 494 Bowling League.

for his services as recording secretary and Brother John L. Miller received an excellent traveling bag. Brother Miller was a lay member of the executive board and at present is the assistant general chairman of System Council No. 7, on the New York Central Railroad System.

Under the order of "New Business," nominations for delegates for the forthcoming I.B.E.W. convention were called for by President Marsch. This proved to be the highlight of our meeting of November 8. A very lively debate and all-around discussion was held on the question as to whether or not this local union send a full or part delegation to the convention. The interest that the old and new members took in this controversy was truly amazing and only proves that in matters of such great importance the rank and file want to be sure that they have their say. The measure was carried after a close vote. The membership then proceeded to select the nominees, and those selected were members who had attended conventions in the past. In any event this local union will be well represented by able and competent brothers.

We railroad Brothers are at this writing, hoping that we will receive our request for the six-hour day or equivalent. Under the Railroad Labor Act we know that we can expect some just award without resorting to a strike.

One more piece of news before closing, and this only came to me today. Brother F. D. Dorner, our financial secretary, refused a position as foreman, because he claimed that his work with the organization was more to his liking and that his heart and interest was in his local union. That, Brothers, to my mind, is real unionism.

Brother Frank Panzer, our past financial secretary, is again very ill with pneumonia, his second breakdown in as many months. We all hope that he will again be back on the job shortly.

D. H. VAN HOUTEN, P. S.

**L. U. NO. 835, JACKSON, TENN.** *Editor:* Hello, Brothers, especially members of L. U. B-835, who are out of town. I hope you will all get this JOURNAL and read this article. On November 4 we entertained the regular meeting of the Tennessee State Electrical Workers Association here, and the meeting was held here in our hall. We had about 35 delegates representing all local unions in the State of Tennessee and some visitors from local unions in Alabama. We had a real interesting meeting and I am sorry that all the members of Local B-835 could not be here and see and hear what went on. We have been having meetings of this nature for the past seven years and through these meetings all business managers and other officers of all local unions in the State of Tennessee have learned to know each other and in that way we have always been able

to work out any misunderstandings and help each other with their particular problems. I think all states will profit by organizing a State Electrical Workers' Association.

At this meeting we had our mayor, Mr. George Smith, make the welcoming address. He was introduced by Brother Joe Barham, our business manager. Other speakers were M. C. Plunk, maintenance of way, railway employees, and Ray Lasley, real estate board, and C. A. Britton of the U. S. Labor Department, from Atlanta, Georgia.

Our business manager is pretty busy these days trying to place our members who are returning from the armed service on jobs. Another thing he is doing, he is following up these non-union contractors who are coming in our jurisdiction butting in on our union contractors on the REA Lines. Of course he is meeting with a lot of opposition but he is also having some success. He at least lets the gentlemen know that the IBEW in and around Jackson, Tenn., is active.

Our Business Manager Barham and Job Steward Thomas Wilson are making preparations to attend the T.V.A. Wage Conference in Knoxville the first week in December. Of course we members who are working for T.V.A. are very much interested in this conference.

Well, as I have had a hard time getting around to writing this article, and as there is not very much news of importance I will close for this time and try to do better next time.

J. W. GOODWIN, P. S.

**L. U. NO. 1013, HARTFORD, CONN.** *Editor:* Members of the Electrical Device Workers Union Local B-1013, I.B.E.W., observed their 12th anniversary with a party at the Polish National Home on November 2, 1945. The program included a variety show and dancing.

The committee consisted of nine with J. Edward Blondin as honorary chairman of the affair and George Barto, active chairman, assisted by Elmer Carterud and Barney Cardello as co-chairman, Clara Ciro, William Morris, Arthur Dussault, Sebastian Uccello and George Lassen, committee members.

Among the many invited friends and guests of our local who attended our party were J. Lawrence O'Toole of Bridgeport, Connecticut, assistant secretary of the Connecticut Federation of Labor; John J. Miller, president, Hartford Central Labor Union; Francis X. Moore, our first president and International organizer for the I.B.E.W.; Frank M. Heavy, past president and member of the War Labor Board, also alderman at large 1937-1943.

S. Cassarino's orchestra played for the dancers—polkas, square dances and boogie woogie—much to the delight of the older and younger

crowd. It was very evident that the large attendance enjoyed it very much and will look forward to another party in the near future. Some of the boys who have recently returned from the armed services renewed acquaintances and a good time was had by all.

FRANK PARZYCH, P. S.

L. U. NO. 1155. *Editor:* Since I was WILLMAR, MINN. appointed recording secretary just a few days ago, will write a few lines for the JOURNAL as we have picked up a few items that may be of interest to the members.

Some of our Brothers have just returned from the military service and are back on the job again, of which we are very proud. Among them are:

Brother John R. Kinney (Sgt.) of the 289th F. A. Obsn. Btry. Brother Kinney was the first of our members to enter the service. He entered service March, 1941, and was discharged September, 1945. He saw service on several fronts in the Pacific area. He is now back on the job as crew lineman.

Brother W. C. Jenson (S/Sgt.), Co. B, 1709 Sig. Service Bn., 9th Airforce, entered service July, 1942, and was discharged October, 1945. He saw service in the European area and is now back on the job as crew lineman.

One of our members and former recording secretary, Brother Harry Brewers, has just retired after long and faithful service, and all of us wish him the best of luck.

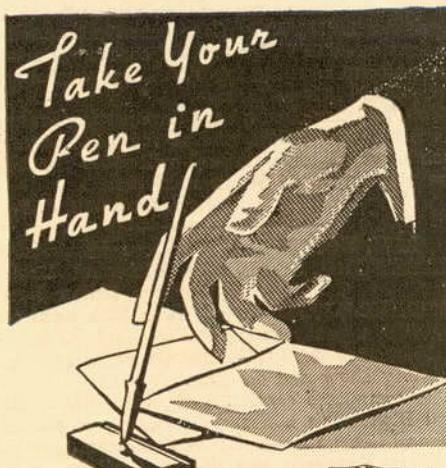
Brother Brewers was presented a rocker and smoker by the members. We hope he enjoys them.

Have just been informed by our financial secretary that this is the only total T and T local in the country having our own schedule with our employers.

Will try and have some more news later, but this is all for this time.

G. M. HUFF, R. S.

L. U. NO. 1216. *Editor:* As the new MINNEAPOLIS- press secretary may I ST. PAUL, MINN. note that the local extends a hearty thank you to Brother Renk who for the past months has done a fine job of reporting the local news, conditions and trends of thought. The pressing duties of his new post as recording secretary,



You want the JOURNAL! We want you to have the JOURNAL!

When you move notify us of the change of residence at once.

Name \_\_\_\_\_

Local Union \_\_\_\_\_

New Address \_\_\_\_\_

ZONE NO. \_\_\_\_\_  
Old Address \_\_\_\_\_

ZONE NO. \_\_\_\_\_

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
1200 15th St., N. W., Washington 5, D. C.

## RECENT PUBLICATIONS AND CURRENT REPORTS OF U. S. DEPARTMENT OF LABOR

*Consumer Retail Prices:* Continued decline in prices of fresh vegetables plus lower prices for petroleum fuels on the Eastern Seaboard offset increases in costs of other goods and reduced the Consumers Price Index slightly to 128.9 by mid-September, fractionally below the mid-August level.

*Employment and Unemployment:* Substantial slowing up of the employment decline in non-agricultural establishments with slight employment gains in manufacturing industries other than those formerly engaged in munitions production brought the estimated September employment level to 35,268,000. Employer reports during September point toward employment stability in the near future in the metal, chemical and rubber industries and toward an upward movement in other manufacturing industries.

Unemployment estimates for the week ending September 8 approximated 1,700,000; initial claims for unemployment insurance declined from 600,000 in the week ending August 25 to a weekly volume of less than 250,000 in September. (M)

*Hours and Earnings:* The estimated average workweek in manufacturing industries during September rose to 42.1 hours, following a 3-hour decline to 40.8 hours in August owing to shutdown of most manufacturing plants in celebration of V-J Day.

Weekly earnings for factory workers averaged approximately \$41.80 in August and September, \$3.50 less than in July. (M)

*Work Stoppages:* Preliminary estimates indicate 550 strikes and lockouts in September involving 455,000 workers and representing 3,650,000 man-days of idleness. The idleness amounted to 6/10 of 1 per cent of available working time; nearly half the idleness resulted from 9 stoppages in each of which over 10,000 workers were involved.

*Labor Turnover:* The August separation rate for manufacturing employment rose to 176 per 1,000 workers, the highest rate on record since the last war. At the same time the accession rate declined to 57 per thousand workers. For every thousand factory workers on the job during the month, 62 quit, 7 were discharged, 104 were laid off and 3 left to enter the armed forces. The involuntary separation rate was twice as high for women as for men, and for the first time since December, 1944, the accession rate for men was slightly higher than that for women. (M)

*Current Technological Developments:* The July, 1945, summary of Current Technological Developments dealing primarily with new materials, new processes, and new manufacturing techniques in a wide variety of industries, is now available.

(Continued on page 36)

coupled with his added duties resulting from his promotion to supervisor at WDGY, necessitated his resignation as press secretary.

In looking over the field for a new press secretary our president, believing the old adage that opportunity knocks but once, spotted me and appointed me on the grounds that I'd "have plenty of long winter evenings to work at the job from now on." That's right, yours truly took the fatal step recently and acquired a new supervisor—this one for his household.

The last two regular meetings have been very lively indeed, the pressing business on hand being the contract negotiations just completed or in the process of completion at several of the Twin Cities stations. The immediate result of these discussions was the appointment of a "contract committee" whose duties are to coordinate and facilitate contract negotiations. The committee is made up of one transmitter man and one studio man from each station. With an arrangement like that each station group can draw on the experience of the others and forestall much expense and indecision. All contracts presently being negotiated are to terminate in July of 1946, the reason being that the newly drawn "unified contract" for all Twin Cities stations can be put into effect at that time.

A report from the examining board informs us that a new man must obtain a first class telephone license before being admitted to the local as a full member. That was designed to combat trouble such as we had during the war years in regard to admission of men unqualified to uphold union standards to say nothing of broadcast standards in general.

The question of affiliating with a central labor union was thoroughly discussed. The fact that the membership of this L. U. is about equally divided between the two cities poses the question of whether to join one city organization, both, or the state body. The question has been submitted to referendum.

The platter spinning situation at the two stations which do not as yet have the engineers playing all records and transcriptions, was reported on and hashed over. In all probability it will be but a short time before these two stations will be 100 per cent, also as the management are not entirely satisfied with the present

set-ups and are apparently willing to see some improvement.

The manpower situation at the local stations is being relieved somewhat by the return of a number of Brothers who have been in the service for the past several years. Regardless of a 100 per cent return of these men it is improbable that any member of this local who was hired as a replacement will lose his job. It seems that all the stations here plan to catch up on the long-delayed expansion, power increases, and FM construction, so there will undoubtedly be more openings for qualified men in the near future.

E. C. KUNZE, P. S.

L. U. NO. 1434, *Editor:* In my last RICHMOND, VA. write-up to the JOURNAL I stated we were awaiting an answer to the trial examiner's hearing of June 29, 1945, in the Case No. 5-R-1892 of E. I. DuPont de Nemours Company, Spruance Works, rayon division and L. U. No. 1434, International Brotherhood of Electrical Workers, A. F. of L.

A directive ordering an election was issued on October 31, 1945, by the National Labor Relations Board. A meeting of the N. L. R. B. representative, management, ARWI, and the local union was held in the plant on November 9, 1945. Date for the election was set for November 30, 1945.

The local union held an open meeting for the entire electrical department at our hall on November 29, 1945. At this meeting we had the pleasure of having present Brother H. F. Adair, International representative, who gave a very interesting talk and answered any questions our visitors asked. We had 49 present for this meeting.

We have 62 employees in the electrical department, of which we had 60 votes cast in the election results as follows: I.B.E.W.—50, Ampthill Rayon Workers, Incorporated—3, No Union—3, Challenged—4. The votes which were challenged were returning service men who, through oversight, were left off the list of eligible voters.

We hope to close contract with the management in the very near future.

O. F. KNIGHT, JR., R. S.



## David McLaren Craig, L. U. No. 9

Initiated June 13, 1944

## James E. Frisby, L. U. No. 9

Initiated September 27, 1938

## Walter Jensen, L. U. No. 9

Initiated April 15, 1913

## Thomas Lane, L. U. No. 9

Initiated January 2, 1918

## Henry Liske, L. U. No. 9

Initiated December 1, 1938

## John Nolan, L. U. No. 9

Initiated April 18, 1911

## Edward Riley, L. U. No. 9

Reinitiated May 29, 1925

It is with profound sorrow that Local Union No. B-9 of the International Brotherhood of Electrical Workers, records the death of its seven members, whose names are mentioned above.

These men were known by the membership of Local Union No. B-9 for their firm attachment to unionism and as members of our Brotherhood for their good example in pursuing these aims.

The zeal shown by these men in the problems of our Brotherhood was a great incentive to all the members of our local union, and they shall long be remembered for their encouragement and work in our behalf.

Whereas we deem it fitting and proper that the members of Local Union No. B-9 offer their tribute to the memory of our departed Brothers for their loyalty to our Brotherhood and country; their faithfulness to their local union and their friends; therefore be it

Resolved, That the sincere sympathy of the membership of the International Brotherhood of Electrical Workers is hereby extended to their bereaved families.

WALTER SWANSON,  
FRANK YOUNG,  
CLAUDE HOGAN,  
HARRY SLATER,  
WILLIAM WOWIARAS,

Chicago, Ill. Committee

## Elven Hansen, L. U. No. 18

Initiated May 25, 1933

## Clarence E. Hill, L. U. No. 18

Initiated August 1, 1942

## Vernon C. Kent, L. U. No. 18

Initiated April 10, 1945

## Albert Oliver, L. U. No. 18

Initiated February 16, 1940

## Raymond J. Pattison, L. U. No. 18

Initiated February 24, 1937

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst the Brothers named above; and

Whereas the passing of these Brothers to their eternal reward has deprived Local Union No. B-18 of loyal and respected members; therefore be it

Resolved, That this meeting stand for one minute in silent tribute to their memory; and be it further

Resolved, That the charter be draped for a period of 30 days; and be it further

Resolved, That we at this time express our condolences to the families of these Brothers in their bereavement; and be it further

Resolved, That a copy of these resolutions be incorporated in the minutes of this local union; a copy sent to the families of our late Brothers; and a copy to the International Office for publication in the Electrical Workers' Journal.

Requiescat in pace.

EVAN HUGHES,  
JOHN R. HUDSON,  
U. D. CAWLEY,

Los Angeles, Calif. Committee

## Henry Daum, L. U. No. 28

Initiated November 21, 1919

Whereas it is with deepest sorrow that we, the members of Local Union No. B-28, I.B.E.W., pay our last tribute of respect to the memory of our late Brother, Henry Daum, whom God, in His infinite wisdom, saw fit to remove from our midst; and

Whereas we wish to extend to his family and relatives our deep and heartfelt sympathy; therefore be it

Resolved, That we, in meeting assembled, stand in silence for one minute as a tribute to his memory; and be it further

Resolved, That a copy of these resolutions be sent to his bereaved family, a copy spread upon the minutes of this meeting, a copy be sent to our official Journal for publication, and that our charter be draped for a period of 30 days.

CAMPBELL CARTER,  
CHARLES F. HEFNER,

Baltimore, Md. Committee

## Clarence H. Toellner, L. U. No. 41

Initiated June 7, 1927

With deep sorrow and regret we, the members of Local No. B-41, record the untimely death of our Brother, Clarence H. Toellner; therefore be it

Resolved, That we drape our charter for 30 days in his memory; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on the minutes of Local B-41, and a copy be sent to the Electrical Workers' Journal for publication.

RICHARD W. GRAESSER,  
GEORGE KOCH,  
RALMOND HEBLER,

Buffalo, N. Y. Committee

## General Lee Williams, L. U. No. 51

Initiated April 30, 1937, in L. U. No. 702

With great sorrow and regret we record the passing of our Brother, Lee Williams, on October 11, 1945; therefore be it

Resolved, That we pay tribute to his memory by standing in silence for 60 seconds at our next meeting; and be it further

Resolved, That a copy of these resolutions be sent to the relatives of our late Brother; and be it further

Resolved, That a copy be sent to the Journal for publication, and a copy be recorded in the minutes of the local.

CHARLES MILLER,  
Springfield, Ill. Press Secretary

## J. C. Byrom, L. U. No. 66

Initiated July 1, 1937

Whereas Almighty God, in His infinite wisdom, has seen fit to remove from our midst our esteemed and worthy Brother, J. C. Byrom, who died October 2, 1945; and

Whereas in the passing of Brother Byrom, Local Union B-66 has lost a true and loyal member; so be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy in their sorrow; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy sent to the Electrical Workers' Journal for publication, and a copy spread on the minutes of this local union; and be it further

Resolved, That the charter be draped for a period of 30 days in tribute to his memory.

T. CHANCE,  
H. M. OLIVE,  
D. S. WHITE,

Houston, Texas. Committee

## William H. Brundage, L. U. No. 125

Initiated May 12, 1922

## August G. Peck, L. U. No. 125

Initiated January 12, 1923

## W. H. Whitlow, Jr., L. U. No. 125

Initiated December 6, 1938

It is with deep sorrow and regret that we, the members of Local Union No. B-125, record the passing of our Brothers, William H. Brundage, August G. Peck and W. H. Whitlow, Jr.; therefore be it

Resolved, That we pay tribute to their memory by expressing to their families our sincere sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days, that a copy of these resolutions be spread on the minutes of our meeting, and that a copy be sent to the official Journal for publication.

JESS G. VAN DOOZER,  
H. CURTIS WINN,  
C. A. LOUDERBACK,

Portland, Ore. Committee

## Robert J. Winterbottom, L. U. No. 145

Initiated July 7, 1922

Whereas it is with deepest sorrow that we, the members of Local Union No. B-145, I.B.E.W., pay our last tribute of respect to the memory of our late Brother, Robert J. Winterbottom, whose passing brings to a close the life of one of our ablest leaders; and

Whereas in the death of Brother Robert J. Winterbottom we have lost a forceful leader, a wise counselor, a kindly man and a dear friend; one who never failed to have foremost in his mind the wages and working conditions of his Brother members in his affiliations with organized labor and as president of Local Union B-145, International Brotherhood of Electrical Workers; and

Whereas in appreciation of the service which Brother Robert J. Winterbottom rendered to organized labor and in recognition of our long association with him as an officer of Local Union

B-145, we do hereby adopt the following; therefore be it

Resolved, That on behalf of the members of Local Union B-145, International Brotherhood of Electrical Workers, we attest to the inspiration and support which Brother Robert J. Winterbottom brought to organized labor, and which he so faithfully served; and be it further

Resolved, That the name of Brother Robert J. Winterbottom be put on our permanent records as an expression of our deepest regard and esteem for him, and in appreciation of his character and ability, also the honor and satisfaction, we have shared in his fellowship; and be it further

Resolved, That a copy of these resolutions be transmitted to the International Brotherhood of Electrical Workers' Journal for publication, that a copy be sent to the family of our departed Brother, and a copy spread on the minutes of the meeting of Local Union B-145; and be it further

Resolved, That our charter be draped for a period of 30 days in memory of his passing.

J. E. WOOD,  
WARREN E. DUFFIN,  
N. E. HOLMES,

Rock Island, Ill. Committee

## Robert L. Hancock, L. U. No. 166

Initiated February 3, 1942

It is with deep sorrow and regret that we, the members of L. U. No. 166, I.B.E.W., record the passing of Brother Robert L. Hancock; and

Whereas in the passing of this Brother, Local 166 has lost a true and loyal member who volunteered his services in the cause of democracy and advanced to the rank of CPO in our country's Navy; and

Whereas in tribute to his memory and with a desire to extend our sincere and heartfelt sympathy to his family; therefore be it

Resolved, That our charter be draped for a period of 30 days and that we stand for one minute in silent meditation as a tribute to his memory; and be it further

Resolved that a copy of these resolutions be sent to his sorrowing family, and a copy be spread upon the minutes of Local No. 166, and a copy be sent to our official Journal for publication.

CLIFFORD C. SMITH,  
WILLIAM J. ANTEMAN,  
KENNETH CHRISTIAN,

Schenectady, N. Y. Committee

## Douglas S. Pallen, L. U. No. 213

Initiated March 16, 1914

Whereas God, in His divine providence, has called from his earthly labors the above-mentioned member and esteemed co-worker in our Local Union No. B-213; and

Whereas we deem it fitting and proper that the members of Local Union No. B-213 of the International Brotherhood of Electrical Workers offer a tribute to the memory of our late Brother who has been loyal to our Brotherhood and country and faithful to his friends and Brothers; therefore be it

Resolved, That the sincere sympathy of the membership of this local union and the membership of the International Brotherhood of Electrical Workers be hereby extended to his bereaved family.

H. STUBBINS,  
S. SPENCER,  
D. KELLS,

Vancouver, B. C. Committee

## Charles A. Smith, L. U. No. 215

Reinitiated April 24, 1916

Whereas Almighty God has called from our midst our worthy Brother and financial secretary, Charles A. Smith; and

Whereas his devotion to his family and to the interests of the I.B.E.W. will remain forever in our memories; be it therefore

Resolved, That a copy of these resolutions be spread on the minutes of our meeting, a copy sent to his family, and a copy sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days.

Farewell, though we shake hands through darkness.

Farewell, Brother, a fond farewell.

WILLIAM SORRENSEN,  
WALLACE BOOTH,  
ADELBERT GREY,

Poughkeepsie, N. Y. Committee

## Tom A. Collins, L. U. No. 301

Initiated April 7, 1907, in L. U. No. 346

## Sylvester V. Hopper, L. U. No. 301

Reinitiated December 21, 1918, in L. U. No. 82.

Whereas the Almighty and Supreme Ruler of the Universe, in His infinite wisdom, has seen fit to take away from our midst our friends and Brothers, Tom A. Collins and Sylvester V. Hopper; and

Whereas Brother Collins and Brother Hopper will ever be remembered as true and honest workers in the interests of the membership of the I.B.E.W., always finding time to aid and assist any worthy cause to better the lot of the working man; and

Whereas the members of Local No. 301 realize that we have lost friends deep in the affection of everyone who knew them; now therefore be it

Resolved, That we, the members of Local No. 301, take this opportunity of expressing our heartfelt sympathy; and be it further

Resolved, That our charter be draped for a period of 30 days, a copy of these resolutions be sent to the bereaved families, a copy spread on our minutes, and a copy sent to the Journal for publication.

GEORGE B. BARCLAY,  
H. E. GIBBONS,  
L. H. HENLEY,

Texarkana, Texas. Committee

Tyra Foley Alvis, L. U. No. 304

Initiated August 28, 1941

In the hour of sadness which accompanies the passing of life from this earth, members of L. U. No. B-304 record the passing of Brother T. Foley Alvis with respect and a deep feeling of sympathy for his bereaved family and friends.

We, therefore, in meeting assembled, stand one minute in silent reverence, and shall drape our charter for 30 days in reverence to his memory.

This shall be recorded and copies sent to his family and the Journal of Electrical Workers and Operators.

CECIL P. MORGAN,  
Topeka, Kan. Recording Secretary

William Walsh, L. U. No. 326

Initiated April 5, 1935

It is with deep sorrow and regret that we, the members of Local Union No. B-326, record the passing of our Brother, William Walsh; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days, and that a copy of these resolutions be spread on the minutes of our meeting; that a copy be sent to the official Journal of the Brotherhood for publication and that a copy be sent to his bereaved family.

JOHN F. O'NEILL,  
WILLIAM BOYLE,  
GEORGE GOSSELIN,  
EDWARD CROMPTON,  
FRED W. GLEASON,

Lawrence, Mass. Committee

John Ouwendant, L. U. No. 420

Initiated April 21, 1944

It is with deepest sorrow and regret that we, the members of L. U. No. B-420, record the passing of Brother John Ouwendant; therefore be it

Resolved, That we pay tribute to his family by expressing our most sincere sympathy; and be it further

Resolved, That a copy of these resolutions be spread on the minutes, a copy sent to his family, and a copy to the Electrical Workers' Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days and that this body stand for one minute in silence in honor of his passing.

JOSEPH PILKINGTON,  
FRANCIS SCULLY,  
ARTHUR KUNKEL,

Waterbury, Conn. Committee

Kenneth B. Stewart, L. U. No. 446

Initiated September 27, 1939

It is with deep sorrow and regret that we, the members of Local Union B-446, I.B.E.W., mourn the passing of Brother Kenneth B. Stewart; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere regret and sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread upon our minutes, and a copy be sent to our Journal for publication; and be it further

Resolved, That we drape our charter for a period of 30 days and that the members stand for one minute in silent tribute.

JOHN H. ROYE,  
W. T. MURPHY,  
CHARLIE MCQUINN,

Monroe, La. Committee

Harold Dolph Danenberg, L. U. No. 535

Initiated September 17, 1941

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst Brother Harold Dolph Danenberg; and

Whereas he was acknowledged by all as a Christian gentleman and the ideal type of contractor member, always working for the advancement of his fellow men; and

Whereas his loyalty to our local, his sympathetic understanding of our mutual problems, and his unselfish efforts brought honor and prestige to our local union; now therefore be it

Resolved, That this meeting stand for one minute in silent tribute to his memory; and be it further

Resolved, That the charter be draped for a period of 30 days; and be it further

Resolved, That we at this time express our condolences to the family of Brother Danenberg in their bereavement; and be it further

Resolved, That a copy of these resolutions be incorporated in the minutes of this local, a copy be sent to his bereaved family, and a copy to the

International Office for publication in the Electrical Workers' Journal.

HARVEY JOHNSON,  
GEORGE B. GLASS,  
JOHN D. BLEA,  
Roswell, N. Mex. Committee

Charles F. Blair, L. U. No. 540

Initiated April 12, 1912

With a sincere feeling of sorrow and regret, we the members of L. U. No. 540, I.B.E.W., record the death of Charles F. Blair, a charter member who died suddenly at work on October 17, 1945.

We would express the deepest sympathy to his loved ones and assure them that we share their sorrow and loss, for he was our Brother.

Resolved, That our charter shall be draped for a period of 30 days and a copy be sent to the family, to the Journal and recorded in our minutes.

H. C. HINDS,  
C. B. TRESSEL,  
Canton, Ohio. Committee

S. V. Hopper, L. U. No. 602

Initiated December 21, 1918, in L. U. No. 829

It is with deep feelings of sorrow and regret that we, members of Local B-602, have received word of the death of Brother S. V. Hopper. Although at the time of his death he was not a member of this local, he had been very active for a number of years before he entered the Texarkana local; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That a copy of this resolution be spread on the minutes and a copy sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the members present of this local union stand in silent reverence for one minute in tribute of his memory.

FRED J. CARR,  
Amarillo, Texas. Business Manager

Harold W. Dunlap, L. U. No. 652

Initiated October 7, 1940

It is with deepest sorrow and regret that we, the members of Local Union No. B-652 of the International Brotherhood of Electrical Workers, record the death of our esteemed and worthy Brother, Harold W. Dunlap; therefore be it

Resolved, That we, the members of Local Union No. B-652, pay tribute to his memory by expressing to his family our sincere sympathy in this hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to his family and a copy be sent to the Electrical Workers' Journal for publication.

FRED W. HOOOPER,  
El Reno, Okla. Recording Secretary

Athol B. Williams, L. U. No. 677

Initiated November 12, 1940

With a sincere feeling of sorrow we, the members of L. U. No. 677, record the death of Brother Athol B. Williams; therefore be it

Resolved, That we pay tribute to his memory by expressing to his relatives and friends our sincere sympathy; and be it further

Resolved, That the members stand in silence for a period of one minute in tribute to his memory, and that our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be placed in the minutes of our regular meeting, a copy sent to the son of our departed Brother, and a copy sent to our official Journal for publication.

ARTHUR R. LANE,  
B. G. TYDEMAN,  
Cristobal, Canal Zone, Panama. Committee

Roy B. Phillips, L. U. No. 755

Initiated July 7, 1939

It is with deep sorrow and regret that we, the members of Local Union No. 755, I.B.E.W., record the passing of our Brother, Roy B. Phillips; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days, and that a copy of these resolutions be spread on the minutes of our meeting; that a copy be sent to the bereaved family; and be it further

Resolved, That a copy of these resolutions be sent to the official Journal for publication.

L. C. BOOE,  
M. T. GARWOOD,  
J. W. SEBASTIAN,  
Winston-Salem, N. C. Committee

Harlan F. Casey, L. U. No. 760

Initiated December 19, 1938, in L. U. No. 558

It is with deepest sorrow and regret that we, the members of Local B-760, I.B.E.W., record the death of our friend and Brother, Harlan F. Casey.

To his family, in their great sorrow, we extend our deepest and most heartfelt sympathy; therefore be it

Resolved, That we pay tribute to his memory by standing in silence at the meeting of the local; and be it further

Resolved, That we pay tribute to his memory by standing in silence at the meeting of the local; and be it further

Resolved, That a copy of this resolution be sent to the Journal for publication, a copy sent to his family, and also recorded in the minutes of the local.

R. E. SHADIX,  
A. M. BROWN,  
JOHN BROWN,  
Knoxville, Tenn. Committee

William A. Parr, L. U. No. 763

Reinitiated March 3, 1943

It is with sorrow and regret that we, the members of L. U. B-763 of the I.B.E.W., record the passing of our Brother, William A. Parr, who passed away September 30, 1945; therefore be it

Resolved, That we, the members of L. U. B-763, pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That our charter be draped for a period of 30 days in respect to his memory, and that a copy of these resolutions be sent to his family, a copy be sent to the official Journal for publication, and a copy be spread on the minutes of our next meeting.

W. J. PORTER,  
Recording Secretary

Frank J. Hearne, L. U. No. 784

Initiated May 25, 1939

It is with deep sorrow and regret that we the members of Local 784, I.B.E.W., record the passing on November 6, 1945, of our worthy Brother, Frank J. Hearne.

Whereas the passing of Brother Hearne has deprived this local of an assistant general chairman who was sincere and unselfish in all his efforts toward helping his fellow men; therefore be it

Resolved, That immediately following our brief regular meeting we members go in a body to view and pay tribute to our departed Brother, and express our sympathy to his family; and be it further

Resolved, That a copy of these resolutions be recorded in our minutes, that a copy be sent to the bereaved family and a copy sent to our official Journal for publication; and be it further

Resolved, That in his memory our charter be draped for a period of 30 days.

E. W. ALLAN,  
ORVILLE LUSE,  
H. B. WOODS,  
Indianapolis, Ind. Committee

Charles F. Fairchild, L. U. No. 853

Initiated July 9, 1942

With a sincere feeling of sorrow we, the members of L. U. No. 853, record the death of Brother Charles F. Fairchild; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That the members stand in silence for a period of one minute in tribute to his memory, and that our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be placed in the minutes of our meeting, a copy sent to the family of our departed Brother, and a copy sent to our official Journal for publication.

STANLEY W. TUTTLE,  
Kearny, N. J. Recording Secretary

Herbert Smith, L. U. No. 936

Initiated February 11, 1943

Whereas Almighty God, in His infinite wisdom, has called from our midst our esteemed and beloved Brother, Herbert Smith, to his heavenly home on this, the 20th day of October, 1945.

To the members of Local Union B-936, I.B.E.W., and his many friends, his friendliness and cheerful disposition will always be an inspiration, and a copy sent to our official Journal for publication we have shared in his companionship; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on the minutes of this meeting and a copy be sent to the Journal for publication, and that our charter be draped for a period of 30 days.

JEFF OLDHAM,  
A. D. SCOTT,  
Madisonville, Ky. Committee

Kathryn Bourke, L. U. No. 1031

Initiated May 1, 1943

It is with deep sorrow and regret that we, the members of the Electrical Workers, Local B-1031, record the passing of this worthy member, Sister Kathryn Bourke.

In the passing of this member, we of Local B-1031 have lost a true and loyal friend whose kind deeds and noble character will be long remembered by those of us who knew her best.

Resolved, That we pay tribute to her memory by expressing our deep sympathy and sorrow to her bereaved family in their hour of sorrow, and be it further

Resolved, That a copy of these resolutions be sent to her family, also to the Electrical Workers' Journal for publication.

M. F. DARLING,  
J. D. POTTER,  
Chicago, Ill. Committee

**John T. Brown, L. U. No. 1130**

Initiated April 12, 1938

It is with deep sorrow and regret that we, the members of Local B-1130, I.B.E.W., record the death of our Brother and recording secretary, John T. Brown, who passed away on September 22, 1945, after years of faithful service to the local.

We hereby pay tribute to his memory by expressing to his family our sincere heartfelt sympathy and share with them their grief. We have lost a dear friend and Brother.

T. DUBOSKI,  
Recording Secretary

**Stanhope Q. Salisbury, L. U. No. 1155**

Initiated March 3, 1940

It is with sincere feelings of sorrow and regret that we, the members of Local No. 1155, record the passing of Brother Stanhope Q. Salisbury.

We, therefore, in meeting assembled, stand one minute in silent reverence, and shall drape our charter for 30 days in reverence to his memory.

This has been recorded and copies sent to his family and the Journal of Electrical Workers and Operators.

G. M. HUFF,  
Recording Secretary

**Wallace R. Ferenbaugh, L. U. No. 1249**

Reinitiated May 10, 1943

**Gerald Gayford, L. U. No. 1249**

Initiated July 29, 1941

It is with keen regret that we, the members of Local Union No. 1249, I.B.E.W., record the deaths of Brothers Wallace B. Ferenbaugh and Gerald Gayford; therefore be it

Resolved, That we pay tribute to their memory by expressing to their families our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to the International Office for publication in our official Journal, and a copy spread upon the minutes of our meeting, and a copy sent to the bereaved families; also be it

Resolved, That our charter be draped for a period of 30 days in their memory.

ALLEN DENCE,  
F. W. CURTIS,  
WILLIAM THAYNE,  
THOS. PLUSO,  
ELMER WAHL

Syracuse, N. Y. Committee

**Louis Messner, L. U. No. 1367**

Initiated December 1, 1944

Whereas the Supreme Ruler of the Universe has removed from our midst and Brotherhood our beloved Brother, Louis Messner; therefore be it

Resolved, That while bowing in humble submission to the will of our Heavenly Father we, the members of Local Union B-1367, desire to express our grief at the loss of this Brother and to extend our heartfelt sympathy to the family of the deceased Brother; and be it further

Resolved, That our charter shall be draped in mourning for a period of 30 days and that these resolutions shall be spread upon the local union's minutes. A copy of same shall be forwarded to the Electrical Workers' Journal.

JOHN M. CREIGHTON,  
Recording Secretary

**M. W. Branch, L. U. No. 1430**

Initiated September 22, 1943, in L. U. No. 508

It is with deepest sorrow we, the members of L. U. No. 1430, record the death of our Brother, M. W. Branch; therefore be it

Resolved, That our charter be draped for a period of 30 days in respect to his memory, and that a copy of these resolutions be sent to his family, a copy sent to the Electrical Workers' Journal for publication, and a copy be spread on the minutes of our regular meeting.

J. B. NUSS,  
W. F. MARTIN, JR.,  
L. I. HARPE

Brunswick, Ga. Committee

**DEATH CLAIMS FOR NOVEMBER, 1945**

L. U.	Name	Amount
281	Thompson, E. D.	\$1,000.00
301	Hopper, S. V.	1,000.00
3	Hauser, J. J.	1,000.00
770	Stackman, F. A.	1,000.00
L. O. (3)	Crawford, E.	1,000.00
595	Whymar, W. A.	475.00
58	McGillivray, F. H.	1,000.00
I. O. (280)	Saunders, R. E.	1,000.00
I. O. (151)	Durrell, E. L.	1,000.00
624	Myers, A. S.	300.00
659	Monahan, E. C.	300.00
405	Robertson, H. J.	475.00
I. O. (309)	Compton, W. E.	1,000.00
134	Chlum, Ernest	1,000.00
694	Wollitz, R.	1,000.00
I. O. (776)	Wolf, W. M.	650.00
51	Williams, G. L.	1,000.00
304	Alvis, T. F.	825.00
1155	Salisbury, S. Q.	1,000.00
181	Ames, J. A.	475.00
1392	Lotz, H.	1,000.00
28	Daum, H. F.	1,000.00
349	Brinkman, W. L.	1,000.00

L. U.	Name	Amount
I. O. (103)	Wilson, W. J.	1,000.00
3	Gruninger, W. E.	650.00
48	Oberst, L. G.	650.00
734	Massie, F. W.	650.00
I. O. (569)	Stout, G. R.	1,000.00
288	McGowan, F.	1,000.00
I. O. (902)	Ragnar, J. G.	1,000.00
46	Randle, T. R.	300.00
3	Roy, Thomas	1,000.00
51	Kudela, S. G.	825.00
I. O. (134)	Cook, Amos	1,000.00
I. O. (125)	Gustafson, E. R.	650.00
I. O. (186)	Dixon, R. J.	475.00
46	Collier, R. C.	1,000.00
I. O. (521)	Kopeck, K.	1,000.00
18	Hansen, E.	1,000.00
66	Wilson, B.	1,000.00
849	Jones, C. C.	300.00
I. O. (271)	Young, H. W.	825.00
1186	Ambrose, R. E.	1,000.00
I. O. (595)	Farren, V. A.	475.00
I. O. (2)	Strauss, J. R.	1,000.00
6	Fiala, W.	1,000.00
41	Toeliner, C. H.	1,000.00
I. O. (9)	Lane, Thos.	1,000.00
57	Shelton, J. W.	825.00
134	Podzimek, J. F.	1,000.00
1302	Woolridge, C. E.	650.00
784	Hearne, F. J.	1,000.00
3	Traudt, A. A.	1,000.00
1021	Hull, Floyd	1,000.00
I. O. (9)	Nolan, J. A.	1,000.00
9	Jensen, W. J.	1,000.00
I. O. (226)	Goldsmith, E. A.	1,000.00
3	Schwartz, R.	1,000.00
66	Byron, J. C.	1,000.00
I. O. (9)	Mott, J. E.	1,000.00
885	Manzy, G. J.	1,000.00
52	Morsch, E.	1,000.00
I. O. (166)	Hancock, R.	1,000.00
103	Foster, D.	650.00
418	Murrell, W. C.	1,000.00
I. O. (340)	Buford, J. C.	650.00
301	Collins, T. A.	1,000.00
I. O. (134)	Day, D. S.	1,000.00
122	Donnelly, C.	1,000.00
I. O. (494)	Barthel, J.	1,000.00
1245	McSharry, F. E.	825.00
I. O. (465)	Conchin, A. J.	1,000.00
134	Weckler, J. W.	1,000.00
I. O. (1156)	Smith, W. H.	1,000.00
595	Woolf, G. W.	1,000.00
886	Schroeder, A. B.	1,000.00
I. O. (481)	Mueller, J.	1,000.00
134	Herdahl, M.	1,000.00
134	Hoffman, E. F.	1,000.00
I. O. (113)	Uvary, P. W.	1,000.00
I. O. (397)	Berger, L. W.	1,000.00
I. O. (48)	LeValley, W. D.	1,000.00
48	Hall, Ralph	650.00
762	Downs, Chas. B.	150.00
3	Platania, S.	150.00
3	Bassin, S.	150.00
6	Albrecht, E.	150.00
733	Martin, C. A.	150.00
L. O. (213)	Pallen, D. S.	1,000.00
446	Stewart, K. B.	150.00
11	Sterns, F.	150.00
1037	Jackson, Geo.	1,000.00
3	Zerman, S.	150.00
339	Brooks, E.	150.00
9	Liske, H. G.	150.00
8	McGinn, Edw.	150.00
595	Hickey, R. R.	150.00
Total Claims		\$76,500.00

**BROWN ADDRESS**

(Continued from page 15)

did not suffer much because of the Government's wage and price stabilization program.

Sometimes you people get impatient. Our people get impatient. You and they wonder what is wrong, why we are not getting things done faster. We have many problems. You should know that Government procedure and "red tape" take time, but I don't think that any of these things that we have had to wait for have made anybody suffer a great deal.

During the war we had lots of trials. We had many problems that confronted the officers and staff of your organization as well as ours. We were called upon by different agencies of Government to render assistance and to make sacrifices and I am going to tell you about one of the occasions that I think should be mentioned to you.

That was in connection with the job at Pasco, and the job down in Tennessee at Clinton. Ed McGrady, who was labor advisor to Judge Patterson, the present Secretary of War, called me one day and said, "Ed, the Undersecretary would like to see you. When can I pick you up?"

I told him he could pick me up the next morning, at whatever time would be satisfactory to Judge Patterson.

We went to the Secretary's office, and at that meeting General Groves, who as you know was one of the promoters of the development of the atomic bomb that has created such a stir throughout the world, and others were present. Judge Patterson said to me, "Ed Brown, we need electrical workers. We need them fast on these two jobs, We must have 5,000 men at once."

I told him, "I guess I can agree with that."

We had a lengthy discussion. To sum it up, I told him there was only one way we could get the necessary help on those jobs, and that was through cooperation of the War Department, the International Brotherhood of Electrical Workers, and the electrical contractors. I told him the contractors had all our members working in cities like New York, where they were getting \$2.00 an hour—Boston, Chicago and other places where wages were in excess of what was being paid on these two jobs. We talked about a plan, out of which came the recognition that was given the electrical workers who went to these jobs.

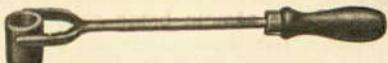
Judge Patterson thought so well of the plan that he called in representatives of your association. We met in the IBEW office. We had a lengthy conference and out of that conference came the cooperation necessary to satisfy the needs of the War Department insofar as manpower was concerned. You contractors cooperated. The IBEW cooperated, and we put the men on those projects, the construction of which was so necessary at the time for the development and manufacture of the atomic bomb.

I want to congratulate you contractors who saw to it that skilled electrical workers were made available and were put on those projects. We have since received a telegram from the Secretary of War and the Secretary of the Navy telling us about the efficient job that the electrical contractors and the electrical workers did in the great war effort.

I want to congratulate you as being partners in that great success in producing the required materials to help to finish the war as fast as it was finished.

My primary topic this morning is to talk to you about the necessity of local chapters and local unions cooperating. If we in Washington can cooperate and do the job that has been done, and which would not have been done if we hadn't had cooperation, your local chapters and our local unions can cooperate. If we had not cooperated in Washington, perhaps there would be very few electrical contractors here this morning. Most of the electrical construction volume during the past four years would have been handled by prime contractors by direct employment. They might have been paving contractors or sewer contractors or any other kind of contractors. We have refrained in the IBEW from recognizing those people as employers of our members. We have been criticized because we have recognized some general contractors who specialize in certain fields. Maybe the criticism is justified, but we in the IBEW believe it is not justified due to the fact that through the years some of our local unions in various places throughout the country did not recognize some of those contractors who were not employing our people on a national scale.

The IBEW today recognizes no contractor as an employer who is not doing business with all of our local unions in every place he does electrical business. We are not going to furnish men to any contractor who does not operate on that

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Money Back if Not Satisfactory

basis. This is the sort of basis we want. We must keep the strong locals strong. We must make the weak locals stronger. If we permit the situation which existed previous to the war and previous to the time we started this cooperation, we will not be doing the job in the right manner.

Local chapters of NECA and local unions of the IBEW should jointly provide for apprenticeship and training and should work together to expand business and employment. They should remember that they are part of a national movement, a part of a national movement which has done an outstanding job and will continue to do an outstanding job. If we are intelligent, we will want to go ahead. We must go forward and not backward. Our local unions as well as your local chapters must remember that they must work not only on a local basis but in harmony with the national program as well.

We cannot have any pulling away in one section of the country or another. People criticize our local unions and local unions criticize the International Office. What would they do without it? The movement has to be tied together nationally. If the present officers were not there, there would be someone else.

You people are in the same position. Some of your local chapters criticize headquarters office. I know it. I sit in some of their meetings once in a while. But can they do the job alone? Can the contractor do the job alone? Can the IBEW do the job alone? I dare say, no. We must work together nationally and locally, and I wish that our local unions and the local chapters of NECA would get closer together, not to do any scheming, not to do anything that is outside the law, but to do everything that is within the law in justice to the public in the areas in which they function. I think if you do that, gentlemen, that you will find that cooperation will pay dividends, and I know it will develop an industry that you and I will be proud of as the years go along.

I know your meeting today has many things to do, and I don't want to use up too much of your time. I want personally to thank your president, the chairman of this section, your staff, and all the persons that go to make up your organization for the wonderful cooperation that we in the IBEW have received.

As your chairman read to you from notes taken back at the meeting when I first addressed you at Jacksonville in 1940: Let's grow bigger. Let's be bigger personally. Let's be bigger with our fellow man, and let's do a job that the public is going to be satisfied with, I know we can call it a good job.

In passing, I want to commend Bob McChesney for the statement he made, which received so much publicity, about the real cooperation that has existed between the IBEW and the IBEW Employers' Section, NECA, insofar as the elimination of strikes is concerned. We have had very little trouble with strikes. We sometimes have people who want to go on strike. I think we have done a good job in keeping them from doing so. People say, "You can keep from going on strike." Occasionally we cannot, but we will do our best. We want our people to keep on the job. We want them to cooperate with the very statement that the President of the United States made last night "Let's go forward and let's do a good job. Let's have the cooperation

of management and labor. Let it be on the basis of collective bargaining, and that collective bargaining be such that it will not impair any community but will be a benefit to the community and a benefit to those involved."

**SINGS DIFFERENT TUNE**

(Continued from page 13)

apply the accepted rule of law. You are asking the court to make a decision that is essentially legislation as to what is a fair wage, for example, at a certain time, as to what are fair conditions of service. Now if the parties voluntarily agree that they will submit that question, then they should be bound by their agreement and their contract, but to compel individuals to submit to such a determination is to take away from the parties—and the condition applies to both sides—the control of their own business, and the control of their own lives. You see, the control of their own lives, their independence, is what we have called individualistic society. I say frankly that it is a complete step, and a long step, toward socialism.

"Compulsory arbitration, if I may point out, simply requires that the government enter into what is the essential field of socialism, because as soon as the government fixes a wage for example, then the government must, on the other hand, fix prices; you cannot fix arbitrarily the wage a man shall be paid without at the same time determining how much that wage will buy, and then you are entering into the field of price fixing, and you have essentially put the government into control of all of those things.

"I have protested repeatedly to my so-called conservative friends that their propositions as to compulsory arbitration were the most radical propositions that I ever listened to from men of their general trend of mind because we could not take any step in that program without being led step by step into the adoption of the whole program.

"I think it is the fundamental difficulty in the government going into such compulsion. You immediately put your government supreme in industrial relations, and you are not going to stop, and you cannot stop, with the railroads, because the same theory must inevitably lead into every matter of social necessity. The railroads are not the only industry in essential public service in this country today.

"The chairman. Then you do not agree that the government should regulate the rates and the returns the railroads will get upon their property?

"Mr. Richberg. I think the requirement of public service is one which we have found it was necessary for the protection of the common good to impose to a certain extent, and I will point out that it has only been reluctantly—step by step—that the government has gone into the field, even with regard to railroads.

"Now the ancient obligation of public service is, of course, of long standing. It goes back centuries, and that has really been, if I may so say, in a measure a socialistic activity of the government for many centuries. It has controlled all essential public service, and is based on the theory that that is the essential duty of the state which it has delegated to private individuals, and having been delegated to them by the state it must still control. That is, I think, the essential difference that makes for a proper distinction between industrial relations in the running of the roads and their public service obligations."

Among the chief witnesses in behalf of the railroads in the hearing from which quotation is made above was Daniel Willard, President of the Baltimore and Ohio Railroad. No one of the railroad presidents who testified advocated compulsory arbitration and all the testimony of the representatives of railroad management was dis-

cussed in conference between those representatives and was assumed to present their common views. It is therefore important to quote from the testimony of Mr. Willard:

"It was urged by some when Title III of the transportation act of 1920 was under consideration, that compulsory arbitration should not be required of the railroads and their employees, with appropriate penalties to apply to each or both parties to a controversy in case they failed to comply with the requirements of the act or the finding of the board of arbitration to be set up. Congress decided, however, and I think wisely so, not to make the provisions of the act compulsory. While I am personally in favor of doing everything that may fairly and properly be done to prevent strikes upon the railroads, I am not in favor of seeking that end by means of compulsory arbitration because I do not think such a law could be made workable in this country, certainly not at this time, and I assume that those who framed and secured the passage of the act in its present form must have held similar views."

**SOMETHING NEW**

(Continued from page 17)

Among over 100 rather outstanding citizens associated with the management of the American Civil Liberties Union, there is one engineer and one scientist. Among over 300 scientists and engineers belonging to a distinguished social organization choosing a considerable part of its membership with some care from among these groups, only five were found to be associated with social agencies.

Notwithstanding that peace is the world's most absorbing concern, the lists of those responsible for the management of local and national agencies seeking to promote the cause of peace indicate almost no participation by engineers or scientists. Among the nearly 200 names on the board of directors and the National Committee of Americans United, our most representative and inclusive organization working for peace, no member of either group is to be found.

An even more significant indication of our absorption in our own technical affairs is the fact that among over 40 organizations selected to aid our Government during the United National Conference at San Francisco, "scientific and engineering groups are totally absent." These groups comprise religious, educational, labor, legal, agricultural, racial, business, and social organizations, and the latter include Rotary, Kiwanis, and Lions. There is not one engineer or scientist among about 400 individual consultants and advisers officially chosen from among a wide variety of callings, seeking to do their bit at San Francisco.

One wonders whether Maurice Maeterlinck with poetic intuition may not have had this situation somewhat in mind in his description of "The Kingdom of the Future" in his beautiful fairy play, "The Blue Bird." The children who are yet to be born are milling around in the halls of the Azure Palace, the doors of which open out upon actual life and the quays of the dawn. Just as one contingent of these youngsters is about to shove off, the whole assemblage is startled as Father Time calls out: "Where are the engineers?"

To be completely fair to these distinguished professions it should be stated that there would be no holding back should their assistance at any time be requested by duly accredited public agencies. This has been repeatedly demonstrated during the course

of the war. Unfortunately it is also true that there have been instances—some of them quite recent—where we have taken the initiative in tendering our good offices and they have been declined. Frankly, as professions we are not held by those in the seats of authority to be so conditioned through contacts with the great big nontechnical world as to make us available for a wide variety of services to the public. One is led to ask whether scientists and engineers realize the size and pulsating character of the world which lies entirely outside their own particular technical fields.

Twenty years ago a committee of the Iowa Engineering Society said that the only effective way for engineers to get public recognition is for the individual "to adopt the viewpoint of a citizen and work as a citizen of his community. . . . So long as the engineer confines his efforts wholly to his technical work as an engineer, the public cannot know much about him."

In commenting on this statement the *Engineering News Record*<sup>2</sup> said:

"When the public has a satisfactory experience with one engineer as a fellow citizen it is inclined to think well of engineers in general; when it sees one engineer achieve leadership in his community, it is inclined to look upon the engineer in the abstract as having the stuff of which leaders are made. The committee is on sound ground also when it expresses its belief that some of the qualities of leadership, now potentially in engineers as a class, must be developed and strengthened before they will be ready to play their full part in public affairs. That development can come mainly through development of the individual, and that in turn can come best through his individual participation in public affairs as a citizen possessing peculiar abilities to be of service to his fellows."

Evidently we need a more extended companionship. To bring it about should be our passionate concern if we are to live adequately in these fateful times.

Promising remedial measures must be based, among other considerations, on an accurate understanding of the engineer's and scientist's attitude toward politics and politicians. To avoid any impression that I am an apologist for what is untoward in American politics, I may say that on frequent public occasions since coming of voting age I have poignantly bemoaned its low moral tone. I bitterly resent the fact that what Lord Bryce said of my home city 50 years ago is still essentially true. "The most dangerous enemies of reform have not been the ignorant and the poor but men of wealth, of high social position and character." And yet having had the most ample opportunity to observe politicians at all levels in action, I am disposed to agree with Claude Bowers, distinguished editor, biographer of Thomas Jefferson, and now American Ambassador to Chile, in feeling that on the average they are no worse than other men, perhaps of a somewhat higher caliber.

Our engineering and scientific groups I believe hardly realize that our political hierarchy including township, county, city, state, and national government is the basic structure—good, bad, or indifferent as the case may be—which supports our whole social system. Our groups look upon government rather as excess baggage which possibly may come in handy in emergencies. The engineer, salaried employee as he usually is, is tempted to take the big business point of view which encourages the public to attach undue significance to voting and to other political devices, while back of this front those with no public responsibility pull the vital strings.<sup>3</sup>

<sup>2</sup> Issue of April 26, 1923.

<sup>3</sup> For instance, Lammot du Pont writing to Lord McGowan, head of Imperial Chemical Industry (Great Britain) in July, 1933, said: "If any legislation on international agreements is brought about which affect these I.C.I.-du Pont relations, I am sure we will be able to adjust ourselves so as to get the continued benefit of our agreement." This was in answer to a letter from Lord McGowan urging that something be "done to insure that no prospective political or legislative action on the part of governments" be allowed to change the relations between the two companies.

On the other hand, the true devotee of science obtaining from his work a large measure of release from normal worries—comfort somewhat comparable to that afforded by religion—would like to ignore politics completely, were it not for the necessity of securing appropriations from time to time. I suggest we struggle to accept as wholeheartedly as we can our political system on the same grounds that Thomas Carlyle gave for Margaret Fuller's acceptance of the universe, "By Gad, she'd better."

A further hurdle appears to lie in our attitude toward the individual politician. He is much more nearly like ourselves than we think him to be. Allowing a bit for possible differences in the educational level, the politicians with whom engineers and scientists would normally cooperate to mutual advantage will doubtless show about the same variations in integrity, understanding, and desire to be useful as are usually found either on the campus or in a business concern. "Most politicians have to live in a goldfish bowl. Their acts can be scrutinized, criticized, and often are misrepresented in a fashion that would give the average businessman a nervous breakdown. The politician's mistakes stand out; his virtues are apt to be forgotten."<sup>4</sup> In spite of all the difficulties, the great causes represented by science and engineering will be advanced if as many individuals in these groups as possible get to know and keep close to one or more public officials. This will constitute a major stroke in breaking down the bulkhead which separates science and politics. It is because the scientist today is essentially without access to the political mentality that many messages full of deep meaning for the people never reach the action stage in any large way. There are questions as to soil and water conservation, health, nutrition, industrial relations, comity between nations, higher and wholly feasible standards of living, necessity for fundamental physical and biological researches upon which there is practically no difference of opinion among us, but on which public action lags.

With no desire to leave a word unsaid in deprecating the illicit in machine politics, still it must be admitted that the machinery itself is necessary and can be used and is used, more frequently than not, to advance desirable social ends. Very few public causes get beyond the dream stage until there has been created an organization to push them. Even the continuity of policy in a college faculty is aided and abetted by line-ups sometimes not visible to the naked eye. So our duty as citizens is not to tear down political machinery but rather to do our part—usually a very little part—in making it function in a socially desirable manner. Too many of us are dissuaded from doing the little we can in this and other important matters—voting, for instance—by this realization of how relatively unimportant our effort may be in the whole picture.

Important as is the discriminating evaluation of the American political system and of the individual politicians who operate it, even more so is the task of bringing scientists and engineers actively into the life and service of the community along lines having little or no relation to their professional activities. In the most recent authoritative study of the engineering profession<sup>5</sup> we are enjoined in one place "to advance philanthropy, man welfare activities, serve as trustees, and lead civic movements," and in another, to make "creative contributions as statesmen, thinkers, artists, philanthropists, and leaders of social movements." Another recognized authority tells engineers to serve "by expert counsel in their field by participating as civic leaders in community enterprises."<sup>6</sup>

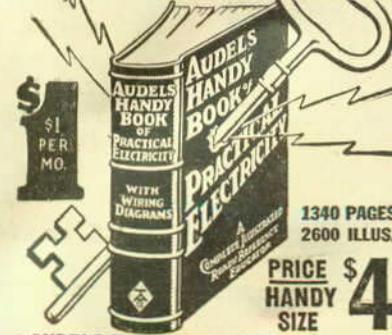
The basic idea here appears twofold: First, that our specialized engineering knowledge is to be the basis of our services; and, second, that for some unexplained reason we go into places of

<sup>4</sup> Philadelphia Record, June 3, 1945.

<sup>5</sup> Report of Committee on Engineering Education After the War, *Journal of Engineering Education*, vol. 34, 1944, and *Mechanical Engineering*, vol. 66, 1944, pp. 403-412.

<sup>6</sup> "The Engineering Profession Tomorrow," by Robert E. Doherty, president, Carnegie Institute of Technology, *Mechanical Engineering*, vol. 66, 1944, pp. 602-604.

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leadership without serving in the lower ranks first. Should these pronouncements be shown to a typical American politician he would probably remark with complete indifference either "So what?" or "How come?" I am reminded that my mother was anxious for me to enter the ministry. But I doubt if she ever pictured me as a divinity student, candidate for orders, deacon, or plain minister. What I think she really wanted in the family was a bishop. Somebody has got to operate the community with its modern complex of interests and activities, and this whether the community under consideration be a small village or the nation as a whole. With the problem clearly before them, scientists and engineers will not want to claim exemption. They do not want to be classed as civic conscientious objectors.

There are some fairly unimportant tasks, both public and nonpublic, to be performed in the adequate conduct of our modern communities, made possible so largely through the ministrations of science and engineering. For instance, on the local political side someone has to pull doorbells in order to get out the vote. Officials and watchers are needed at the polls. Sooner or later anyone who has an ambition to lead in high political places had better stand for a minor local office. There is a right of education to be obtained in so doing. There is an old saying that an Englishman can never become prime minister unless he has carried his home election district. To carry on a campaign even for a minor change in legislation frequently requires the devoted service of a lot of people in minor capacities, sometimes carried on through many years. But this is a part of the price we pay for our highly prized democracy.

In the surgeon's code, laziness is made unprofessional on the ground that a lazy surgeon cannot keep up with what is known and without this knowledge his best service to the patient is impossible. Somewhat similarly I believe we should have in the code of the scientist and the engineer provision that a practitioner of either calling must perform some community service not re-



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lated to his profession. This would be on the ground that both scientists and engineers must be good citizens and this involves some assumption of community responsibility. Through appropriate channels we could very quickly pass the word to the world beyond our own absorbing professional interests that we seek outlets for whatever community-mindedness there is among us. I would expect that the response would be immediate and widespread, and that gradually through the years our aloofness might become only a memory.

Of course, in the long run, education provides the only answer to most fundamental questions. How to inculcate this sense of responsibility to the community in science and engineering students is a task for educators, once the problem is recognized. The student must not only have "a knowledge of social and human relationships, an understanding of the duties of citizenship"; but he must be led—I believe even in school and college days—actually so to perform. Teachers taking an interest in civic affairs would certainly influence students. Popular Ike Sharpless, one of Haverford's greatest presidents, always made the effort to have a public job in township, county, or state as an example. We may have to educate the educators.

At a certain girls' school in Virginia—patronized by the very well-to-do—the enlightened principal insists that each student as she matriculates choose some community service in the nearby town to which she will not only devote so many hours each week, but also regularly contribute to its financial support. If I were a college president I would arrange that every freshman planning a scientific or engineering career should put in a stipulated amount of time on community activities—perhaps as a runner for a hospital, in doorbell pulling for a political party,<sup>7</sup> making surveys for the town council, soliciting for the welfare drive—in some activity, preferably one of his own choosing. The political science and sociology departments could well use such services.

If we were completely satisfied with the way our democracy works and if we could detect no threats to the smooth functioning of our social economy, we might well lay this concern on the table. But recent events prove that we must ignore no safeguards. To think out methods for breaking down the barriers which separate science and engineering from the whole life of the community must of necessity be a perfectly logical interest for this panel of our Independent Citizens' Committee, for only thus can science through politics become dominant in the affairs of mankind.

<sup>7</sup> See reference 5.

<sup>8</sup> In years gone by I used college students in large numbers to do political canvassing and paid them well out of party funds for the service.

An address delivered at a Conference of the Arts, Sciences, and Professions in the Postwar World held at the Hotel Waldorf-Astoria, New York, N. Y., June 22-23, 1945, under the auspices of the Independent Citizens' Committee of the Arts, Sciences, and Professions. Mr. Cooke acted as chairman of the Science and Technology Panel.

**LABOR MOVEMENT IN AMERICA**  
 (Continued from page 10)

blacksmiths, carpenters and other artisans. There were even a few guilds here.

Along came the American Revolution. Its political effects are well known. It also had far-reaching economic effects. England no longer supervised trade in America and an era of free trade began. During the war when goods were cut off from Europe, home manufacturing received a healthy stimulus. Restrictions placed on manufacturing were ended. A new rule had come to the United States bringing with it organization of labor and trade union development.

The Declaration of Independence was signed in 1776. Ten years later the first strike of workers in this country was recorded when the printers of Philadelphia struck for a six-dollar-a-week minimum wage. In 1789, George Washington became first President of the United States.

Soon after that in 1792 the first permanent labor union was established by the shoemakers of Philadelphia, the scene of the first strike in America.

This brings us to the beginning of the labor movement in America. You can see how the American trade union movement developed almost simultaneously with the development of democracy in the United States. Next month we hope to tell you something of the aims and hardships of those first trade unionists and how the American Federation of Labor was born.

**HOW EMPLOYERS AND WORKERS COOPERATE**

(Continued from page 4)

without detriment to the craft; nor may the manual workers insist on conditions and wages to the detriment of the directive workers without detriment to the craft. These facts are as fundamental as the law of gravitation and if they are passed by without due recognition their force is not thereby diminished. Cooperation is the law of the industry and when that law is violated the industry, the craft, pays the penalty."

The electrical construction industry takes particular pride in the long-enduring Council on Industrial Relations. It believes it will be adequate to meet any of the circumstances in the reconversion period.

**NATIONAL CONFERENCE**

(Continued from page 6)

Kerns, C. E.	Kansas
Lyons, John C.	California
Miller, S. Aldis	Vermont
Milner, E. M.	Arkansas
Mitch, William	Alabama
Mullen, Carl H.	Indiana
Pugh, Ernest B.	Virginia
Sanchez, Albert E.	Puerto Rico
Sattler, Charles	West Virginia
Schultz, Ed W.	Washington
Starnes, Robert	Louisiana
Williams, David	Pennsylvania

**REV. R. A. M'GOWAN NAMED**

(Continued from page 5)

at which the employers' viewpoint, the position of labor, and Catholic teaching have been presented. The latter organization has issued more than 30 committee reports embodying studies on questions of international

peace. Father McGowan was active in organizing the first Inter-American Seminar on Social Studies, held in 1942, which brought together in Washington leading Catholic scholars of nine Latin American countries, Canada and the United States.

A native of Brookfield, Missouri, Father McGowan studied at St. Benedict's College, Atchison, Kansas; St. Bernard's Seminary, Rochester; the North American College in Rome and the Catholic University of America. He was ordained in 1915 and served as a chaplain in World War I. He joined the staff of the National Catholic Welfare Council in 1919 and later became assistant director of the N.C.W.C. Department of Social Action.

He is the author of "Towards Social Justice," "Europe and the United States," "The Church and Social Reconstruction in Puerto Rico," and other booklets on economic and international subjects. Father McGowan gave a series of three talks on the Catholic Hour radio program in May, 1937, on the general topic "America's Road Out," discussing the way from injustice to justice, from a disorganized people to a new social order, from the reign of individualism to the American application of the great papal encyclicals on economic life.

**RECENT PUBLICATIONS AND CURRENT REPORTS**

(Continued from page 30)

*Occupation Straight-time Hourly Earnings*, prepared in regional offices of the BLS, have been released for selected occupations in the following industries:

1. The paper industry—New England, Summer and Fall of 1943.
2. Furniture and children's vehicles manufacturing—Fitchburg, Mass., April, 1944.
3. Pressed and blown glass—West Virginia, April, 1945.
4. Men's cotton garments—Six southern states, April, 1944.
5. Special studies of 17 industries concerned with processing and manufacturing of heavy metals, machinery and engines were made in January, 1945, in several wage areas, including Connecticut, Massachusetts, Illinois, Wisconsin, Minnesota, Kansas, Indiana, Kentucky and primarily Ohio.
6. Other studies were made of retail clothing, department, and limited price variety stores in Ohio and Connecticut in April, 1945.

*Building Construction*: Privately financed urban building started in September totaled \$183 million, the highest amount in any month since Pearl Harbor. Federal construction contracts, totaling \$3 million, were, however, at the lowest point since the United States entered the war. Cumulative urban building construction valuation started during the first 9 months of 1945 totaled \$1,188 million, 42 per cent more than for the same period in 1944.

*Productivity and Unit Labor Cost*: In the telephone industry output per man hour increased irregularly from 88.2 in 1935 to 99.6 in 1944 (1939=100) with a comparable increase in unit labor cost from 95.4 to 114.2 during the same period. Output per man hour in the telegraph industry also increased from 85.8 in 1935 to 105.5 in 1944 and unit labor cost rose from 99.8 to 130 during that period.

**LOCAL UNION OFFICIAL RECEIPTS FROM OCTOBER 11, 1945**  
**INCLUDING NOVEMBER 10, 1945**

L. U. I. O.—	274489 278791	L. U. B-1—	509911 510000	L. U. B-76—(Cont.)	317794 317830	L. U. B-135	575105 575140	L. U. B-306—(Cont.)	327611 327642	L. U. B-447—
B-1—	566962 566971	26—	729001 729219	B 64536	618044 618045	B-137—	56707 56714	B 727895	170961 171000	B 537826
567075 567110	27—	625741 625952	447361 447750	B-137—	56707 56714	B-236—	546261 546279	88154 88181	H 680715	834375 851386
827611 827676	B-28—	117371 117382	440251 449536	B 673888	713981	237—	575402 574424	916592 916600	B 742598 742643	448— 292559 292577
983864 983920	B-30—	823366	449001 488109	B 673888	713981	B-138—	217369 217340	88098 88109	B 921367 921456	449— 860129 860241
195001 195003	B-30—	837396	837414	B-138—	217369 217340	238—	28103 28110	159493 159499	B-450—	
827201 827250	B-30—	827250	B 39001 39013	B 787080	787178	143—	59131 59185	370—	83191 83201	B-450—
859081 859169	B-31—	B 614239 614270	B 5081 6000	B 497312 497320	239—	441793 441796	B 211635 211636	151074 151134	451— 774039 774060	
B 859291 859383	B-31—	629967 630000	255685 255804	B 4976740 4976740	20584 20619	B-240—	283488 283500	252294 252750	B 278438 278439	B-452—
B 168554 168588	B-31—	B 653133 653250	542881 545020	B 673888	79285 79289	B 471348 471351	453302 453305	475325 475411	B 692416 692418	
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440484 440450	B-31—	B 423963 424938	B 476740 476740	B 293659 293661	20584 20619	B-240—	283488 283500	252294 252750	B 278438 278439	B-452—
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A-3 10039 100379	B-32—	198545 198559	488331 488223	B 673888	610183	B-244—	283488 283500	252294 252750	B 278438 278439	B-452—
100408 100494	B-32—	244597 244598	B 659111 536021	B 156454 156477	152—	133771 133802	B 211635 211636	151074 151134	451— 774039 774060	
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36888 36996	B-32—	108107 108122	B 704087 705000	B 495390 495353	204—	40270	B 211635 211636	151074 151134	451— 774039 774060	
37410 37497	B-32—	709978 709979	B 787080	787178	143—	673233 673235	B 211635 211636	151074 151134	451— 774039 774060	
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84895 84902	B-32—	72753 72753	B 673888	673888	153—	31465 31465	B 211635 211636	151074 151134	451— 774039 774060	
B 37617 37647	B-32—	B 156454 156477	B 673888	673888	153—	31465 31465	B 211635 211636	151074 151134	451— 774039 774060	
B-3 32801 32802	B-33—	108107 108122	B 704087 705000	B 495390 495353	204—	40270	B 211635 211636	151074 151134	451— 774039 774060	
4— 93258 93361	B-33—	509140 509140	B 678887 678887	B 156454 156477	152—	133771 133802	B 211635 211636	151074 151134	451— 774039 774060	
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B-6 11949 11949	B-41—	184443 184446	B 673888	673888	153—	31465 31465	B 211635 211636	151074 151134	451— 774039 774060	
B-7 11249 11249	B-41—	184443 184446	B 673888	673888	153—	31465 31465	B 211635 211636	151074 151134	451— 774039 774060	
B-8 513063 513070	B-41—	184443 184446	B 673888	673888	153—	31465 31465	B 211635 211636	151074 151134	451— 774039 774060	
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52—	B-52—	849449 849495	B 673888	673888	153—	31465 31465	B 211635 211636	151074 151134	451— 774039 774060	
52—	B-52—	425573 425573	B 673888	673888	153—	31				

L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.
522— 93127	790410	B-597—	B 677490 677493	B 408799 408802	B-736— 162399 162440	B-799— (Cont.)	B-839— (Cont.)	B-961—	B-1019—	B 24228 24244	B 226571 513839	
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B-523— 177798	177798	B-599— 67253-3	672882	993510 153725	B 746104	B 908475 907484	955590 955595	B 339388 339405	B-1021—	B 226571 513839		
B 465210	465212	B-599— 67253-3	672882	993510 153725	B-737— 301084 301088	B 800— 164850 164973	890— 323109 323110	B 3025-3 202550	B-1021—	B 226571 513839		
280987	280996	B 726603	B 726603	472754 472913	B 397833	B 475060 475067	891— 427611 427641	B 369451 369454	B-1022—	B 226571 513839		
526— 739074	739074	B 907214	907215	602178 602195	B 474955 474958	970683 970684	B-893—	B 582586 582586	B-1023—	B 226571 513839		
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198226	198245	B-602—	817052 817134	666— 348911 348911	B-739—	B 340117 340123	B 824484 824484	151514 151515	B-1024—	B 226571 513839		
B-528— 585901	586015	B-602—	817052 817134	640627 640771	B 496560 496590	B 91689 91689	B 824484 824484	474850 474914	B-1024—	B 226571 513839		
B 906606	906607	B-602—	817052 817134	289671 289672	B 582403	B 91689 91689	B 824484 824484	B 668393 668394	B-1024—	B 226571 513839		
B-530— B 91251	91252	B-602—	844497 844500	603215 603353	B-740—	B 709788 709788	B 91689 91689	B 668393 668394	B-1024—	B 226571 513839		
556173	556176	B-602—	844497 844500	B 710251 710252	B-742— 102214 102215	B 496567 496588	B 91689 91689	B 668393 668394	B-1024—	B 226571 513839		
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125684	125700	B-605—	95833 9607	656149 656149	B-747—	B 642334 642335	B 992035 992050	B 116709 116714	B-1024—	B 226571 513839		
230030	230031	B-605—	95833 9607	B 585237 585237	B-747—	B 642334 642335	B 992035 992050	B 116709 116714	B-1024—	B 226571 513839		
316558	316600	B-605—	95833 9607	512385 512385	B-747—	B 642334 642335	B 992035 992050	B 116709 116714	B-1024—	B 226571 513839		
172238	172265	B-606—	812149 812149	B 659533 659533	B-747—	B 120133 120186	B 425677 425687	B 235005 235023	B 344583 344590	B-1025—	B 226571 513839	
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B-1094—	B 396610 396610 207510 207515	B 386030 386103 B 402777 402784	B 881637 882033 B 667683 670766	B 495313 495827 B 517068 517068	B-1327—	B-1327—	B-1327—	B-267—	B-267—	B-665—553100, 146.
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B-1100—	44504 44524 271281 271284	B 321495 321549 B 419814 419822	B 431921 431939 B 68861 68960	B 41616 416825 B 328641 328851	B-1331—	B-1331—	B-1331—	B-271—	B-271—	B-685—147571.
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B-1105—	241088 583315 583334	B 632439 632440	B 515298 515299 B 659843 660000	B 395275 395297 B 818777 818797	B-1336—	B-1336—	B-1336—	B-276—	B-276—	B-690—16352.
B-1106—	B 257305 257308 B 819886 819042	B-1190—	B 106701 106735 B 367855 367857	B 302731 302732 B 328900 328900	B-1337—	B-1337—	B-1337—	B-277—	B-277—	B-691—170557, 060.
B-1107—	331201 331204 369600	B 1187—	B 90146 90438 B 613468 613468	B 318271 318305 B 393072 393072	B-1338—	B-1338—	B-1338—	B-278—	B-278—	B-692—171364.
B-1108—	B 476606 476617 674456 674473	B 917477 917194	B 476610 476619 B 627634 627643	B 151982 151982 B 748996 748996	B-1339—	B-1339—	B-1339—	B-279—	B-279—	B-693—172046.
B-1109—	63488 63525 609874 609877	B-1191—	B 202731 202732 B 328900 328900	B 400825 400874 B 800278 802806	B-1340—	B-1340—	B-1340—	B-280—	B-280—	B-694—17249.
B-1110—	501576 501590	B-1195—	B 360092 360094 B 709547 709573	B 318271 318305 B 393072 393072	B-1341—	B-1341—	B-1341—	B-281—	B-281—	B-695—172587.
B-1110—	B 78044 784228 B 780954 780656	B-1196—	B 107001 107008	B 393560 393563 B 814726 815031	B-1342—	B-1342—	B-1342—	B-282—	B-282—	B-696—172658.
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B-1116—	B 32157 32234 B 261821 261827	B-1198—	B 697098 697143 974041 974045	B 329688 329734 B 970476 970482	B-1344—	B-1344—	B-1344—	B-284—	B-284—	B-698—172808.
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B-1119—	744421 744433	B-1201—	B 643223 643223 694068 694078	B 329688 329734 B 970476 970482	B-1346—	B-1346—	B-1346—	B-286—	B-286—	B-700—172904.
B-1119—	97380 97382 730343 730355	B-1202—	B 113169 113171 974041 974045	B 329688 329734 B 970476 970482	B-1347—	B-1347—	B-1347—	B-287—	B-287—	B-701—172934.
B-1120—	441087 441089 891014 891052	B-1203—	B 697098 697143 974041 974045	B 329688 329734 B 970476 970482	B-1348—	B-1348—	B-1348—	B-288—	B-288—	B-702—172964.
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B-1122—	B 459391 459397	B-1205—	B 793673 793674 793693 793694	B 329688 329734 B 970476 970482	B-1350—	B-1350—	B-1350—	B-290—	B-290—	B-704—173024.
B-1123—	2326157 2326158 261821 261827	B-1207—	B 113169 113171 974041 974045	B 329688 329734 B 970476 970482	B-1351—	B-1351—	B-1351—	B-291—	B-291—	B-705—173054.
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B-1126—	2326157 2326158 2326157 2326158	B-1210—	B 113169 113171 726460 726465	B 329688 329734 B 668934 668937	B-1354—	B-1354—	B-1354—	B-294—	B-294—	B-708—173084.
B-1126—	2326157 2326158 438989 438992	B-1211—	B 113169 113171 726460 726465	B 329688 329734 B 668934 668937	B-1355—	B-1355—	B-1355—	B-295—	B-295—	B-709—173094.
B-1126—	2326157 2326158 438989 438992	B-1212—	B 113169 113171 726460 726465	B 329688 329734 B 668934 668937	B-1356—	B-1356—	B-1356—	B-296—	B-296—	B-710—173104.
B-1126—	2326157 2326158 438989 438992	B-1213—	B 113169 113171 726460 726465	B 329688 329734 B 668934 668937	B-1357—	B-1357—	B-1357—	B-297—	B-297—	B-711—173114.
B-1126—	2326157 2326158 438989 438992	B-1214—	B 113169 113171 726460 726465	B 329688 329734 B 668934 668937	B-1358—	B-1358—	B-1358—	B-298—	B-298—	B-712—173124.
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	581—216008—010.						

## ANTIOCH FULFILLMENT

(Continued from page 9)

books and laboratories. But books do not cover all of life. Real life has lessons to teach that can be learned nowhere else. Lessons of common sense, of judging men and things, of checking theories by the facts.

The cooperative program gives opportunities for students to try themselves out in different vocations, and when the right one is found, gives them training in it. Many of the graduates have remained after graduation in the firms with which they had already begun to work while in college.

Nearly everyone at Antioch is in athletics, but athletics do not dictate to the college. Of social life there is a normal amount of steak roasts, community sings, dances, roller-skating parties and other girl-boy good times. The lack of fraternities and sororities fosters good community spirit. There is a decided interest in the cooperative jobs, but cultural interests hold their own. Each year the faculty examines the program in a continual effort to make it reflect their best judgment of relative values.

At most schools technical students are seldom expected to spend much time with literature or philosophy or history, and art students are asked to give very little time to science. But at Antioch a thorough acquaintance with the four is required of all students. The course at Antioch is five or six years long.

Community government, the membership of which includes all students and faculty, and of which the leadership is vested in a council including both faculty and student members, has been encouraged to assume responsibilities often considered the exclusive prerogative of faculty and trustees. It takes the lead in the functioning of the honor system, and in setting the standards of student conduct. Its responsibilities include supervision of the social and cultural

activities of the campus, safety and traffic regulations, community publications, and the college bookstore and cooperative cleaning services. The responsibility thus jointly and successfully assumed by students and faculty is a valuable experience to all who share in it, and the students participating gain noticeably in maturity and judgment.

The spirit of Horace Mann is immortal and his personality became a part of every work and every life with which he came in contact. His pioneering spirit, his devotion to truth, his moral fervor, his insistence upon the social purposes of education and its necessity in a democracy are still incorporated in the Antioch of this day.

"... the words of his last address: 'Be ashamed to die until you have won some victory for humanity.' They are the story of his life; but they are more. They are the very spirit and purpose of education. They have become a controlling motive, not only in the lives of students and graduates of this institution, but through the universal opportunity of education they have been transfused into the lives of unnumbered citizens."

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<sup>2</sup> Homer C. Corry, in *Educating for Democracy*, page 118, Antioch Press, 1937, 146 pages.

## WOMAN'S WORK

(Continued from page 20)

Now for our recipe section. Chances are that during the holiday season you and your family (like everybody else's, mine especially) simply stuffed rich Christmas fare—turkey and dressing, fruit cake, pie, candy, nuts, plum pudding and all the rest. Chances are, too, that your stomachs are just crying for some simple, wholesome fare—so here are a few recipes to try:

## Quick Creamed Potatoes

- 3 cups potatoes diced
- 1 small onion cut fine
- 3 to 4 tb. thick sour cream
- Salt and pepper to taste

Place diced potatoes and onion in heavy skillet. Add enough water to cover bottom of

pan, about  $\frac{1}{2}$  inch deep. Cover tightly and cook until potatoes are tender but not mushy. The water should be nearly all evaporated by this time. Add the sour cream and stir constantly until well blended. Season with salt and pepper and serve at once. (Serves 6.)

## Fluffy Omelet

Use one or two eggs for each person. Separate the eggs and beat the yolks thoroughly. Add 1 tablespoon milk for each egg. Beat together the egg whites and a little salt until stiff but not dry. Gradually fold in the egg-yolk mixture. Pour into a frying pan containing melted fat. Cook over a low heat until the omelet is lightly browned on the bottom. Cover and cook until set. Crease through the center, fold over, and roll the omelet onto a hot platter.

## Soft Custard

Scald in top of double boiler: 3 cups of milk.

Mix well in a large bowl: 3 tablespoons flour;  $\frac{1}{2}$  cup sugar and  $\frac{1}{4}$  teaspoon salt.

Add to dry ingredients: 3 eggs, slightly beaten.

Pour the scalded milk into the egg mixture, stirring constantly. Return to double boiler. Cook slowly for 10 to 15 minutes over water that is *gently* boiling. Stir constantly. When mixture heavily coats a metal spoon, remove from heat at once and cool.

Add, then beat well with rotary beater: 1  $\frac{1}{2}$  teaspoons vanilla,  $\frac{1}{8}$  teaspoon lemon extract, 4 drops almond extract.

Chill for several hours. (Serves 6.)

## SOUTH COULD USE MacARTHUR

(Continued from page 16)

must have Federal aid for our public schools.

Section No. 4, of the Jap program would be of great value to the working population of the South. Some of our states actually deputize as public peace officers company-hired and company-paid "policemen" who go about in swashbuckling manner, armed to the hilt, creating and spreading fear among our people, and making life miserable for them. Oh, Mr. President, how sorely we need the general's program here in the South, especially in respect to Section 4!

It will seem strange to you, Mr. President, that here in the southland, the home and hotbed of democracy, just how greatly we do need the provisions of Section 5. It will take all of the general's ingenuity to democratize economic administration here in the South, overthrow monopolistic industrial controls, and provide for wide distribution of income and ownership, of means of production and trade.

It was our plan to take this matter up with you personally on your visit to the South, but since you have had to cancel your engagements, we are sending this open letter to you, urging you as our Commander-in-Chief to send General MacArthur into the South at the earliest possible moment, and instruct him to put into effect here in your own country that fine program which he has outlined for the Japanese people.

Sincerely and earnestly yours,  
THE SOUTHERN LABOR  
PRESS ASSOCIATION,  
By James F. Barrett,  
Executive Secretary.

## CORRECTION, PLEASE!

The heading over the local union receipts in the December, 1945, issue of the Electrical Workers' Journal was misprinted, and should have read SEPTEMBER 11 including OCTOBER 10, 1945. Though the heading was wrong, the receipt listings were correct.

## Attractive Union Supplies



No. 15



No. 11



No. 10



No. 8

## Price List In Large Variety

Arrears, Official Notice of, per 100	\$.50	Ledger, loose-leaf research, including tabs	12.50	Seal (pocket)	7.50
Account Book, Treasurer's	.90	Ledger sheets for above, per 100	2.25	Traveling cards	free
Book, Minute for R. S. (small)	2.25	Paper, Official Letter, per 100	.50	Withdrawal Cards, with Trans. Cds., per dozen	.40
Book, Minute for R. S. (large)	3.00	Rituals, extra, each	.25	Warrant Book, for R. S.	.30
Book, Day	1.75	Receipt Book, Applicants (300 receipts)	1.75	FOR E. W. B. A.	
Book, Roll Call	1.50	Receipt Book, Applicants (750 receipts)	3.50	Book, Minute	1.50
Carbon for Receipt Books	.05	Receipt Book, Members (300 receipts)	1.75	Charters, Duplicates	.50
Charters, Duplicate	1.00	Receipt Book, Members (750 receipts)	3.50	Reinstatement Blanks, per 100	.75
Constitution, per 100	7.50	Receipt Book, Miscellaneous (300 receipts)	1.75	Constitution and By-Laws, per 100	7.50
Single copies	.10	Receipt Book, Miscellaneous (750 receipts)	3.50	Single Copies	.10
Electrical Worker, Subscription per year		Receipt Book, Overtime assessment (300 receipts)	1.75	Rituals, each	.25
Electrical Worker, Official, per 100	2.00	Receipt Book, Overtime assessment (750 receipts)	3.50	JEWELRY	
Envelopes, Official, per 100	1.00	Receipt Book, Temporary (750 receipts)	3.50	No. 1—Gold Filled Emblem Gilt Tie Clasp	1.00
Labels, Decalcomania (large 1½", small 1", fabricating 1") per 100	.20	Receipt Book, Temporary (300 receipts)	1.75	No. 2—10 kt. Gold Lapel Button	1.10
per 1,000	1.50	Receipt Book, Temporary (90 receipts)	.75	No. 3—Rolled Gold Pin (for ladies)	.75
per 5,000	7.00	Receipt Book, Financial Secretary's	.25	No. 4—Rolled Gold Lapel Button	.75
per 50,000	67.00	Receipt Book, Treasurer's	.25	No. 5—10 kt. Gold Button Rolled Gold Tie Clasp	1.75
Labels, Decalcomania (equipment maintenance) per 100	.30	Receipt Holders, Members' Leather Pocket, Folding, each	.35	No. 6—10 kt. Gold Lapel Button	1.25
per 1,000	2.75	Receipt Holders, Members' Pocket, Celluloid, sold only in bulk, Smallest lot, 50	1.50	No. 7—10 kt. Gold Lapel Button	1.75
Labels, Metal, per 100	2.50	Per 100	3.00	No. 8—10 kt. Gold Diamond Shape Emblem Gold Filled Tie Slide	4.00
Labels, Paper, Neon, per 100	.20	Research weekly report cards, per 100	.40	No. 10—10 kt. Gold Ring	10.50
Labels, Paper, per 100	.20	Seal, cut of	1.00	No. 11—10 kt. Gold Badge of Honor (10, 15, 20 and 25 years)	2.25
Labels, Paper, large size for house wiring, per 100	.35	Seal	5.00	No. 12—10 kt. Gold Emblem: Rolled Gold Chain Tie Clasp	4.50
Ledger, loose leaf binder Financial Secretary's 26 tab index	8.50	Jewelry not sent C. O. D.		No. 13—Gold Plated Auxiliary Pin (For Ladies)	.50
Ledger paper to fit above ledger, per 100	1.50			No. 14—Gold Filled War Veterans Button	1.75
Ledger, Financial Secretary's, 100 pages	2.50			No. 15*—Heavy 10 kt. Gold Ring	18.00
Ledger, Financial Secretary's, 200 pages	3.75				
Ledger, Financial Secretary's, 400 pages	8.00				
(Extra Heavy Binding)					

The above articles will be supplied when the requisite amount of cash accompanies the order. Otherwise the order will not be recognized. All supplies sent by us have postage or express charges prepaid.

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 *N my view, the basic problem of education lies not so much in the acquisition of literacy or knowledge of skills, as in the pattern of civic appreciation, civic faith and civic duty which goes with them. They mean nothing—literacy, knowledge or skill, the whole lot of them—if they do not make for order in the world, and today they quite obviously do not. Where I think we have failed is that we have not sufficiently realized the implications of the change which the technological revolution has brought upon us. . . .*

JOHN GRIERSON,  
*National Film Commissioner, Canada*